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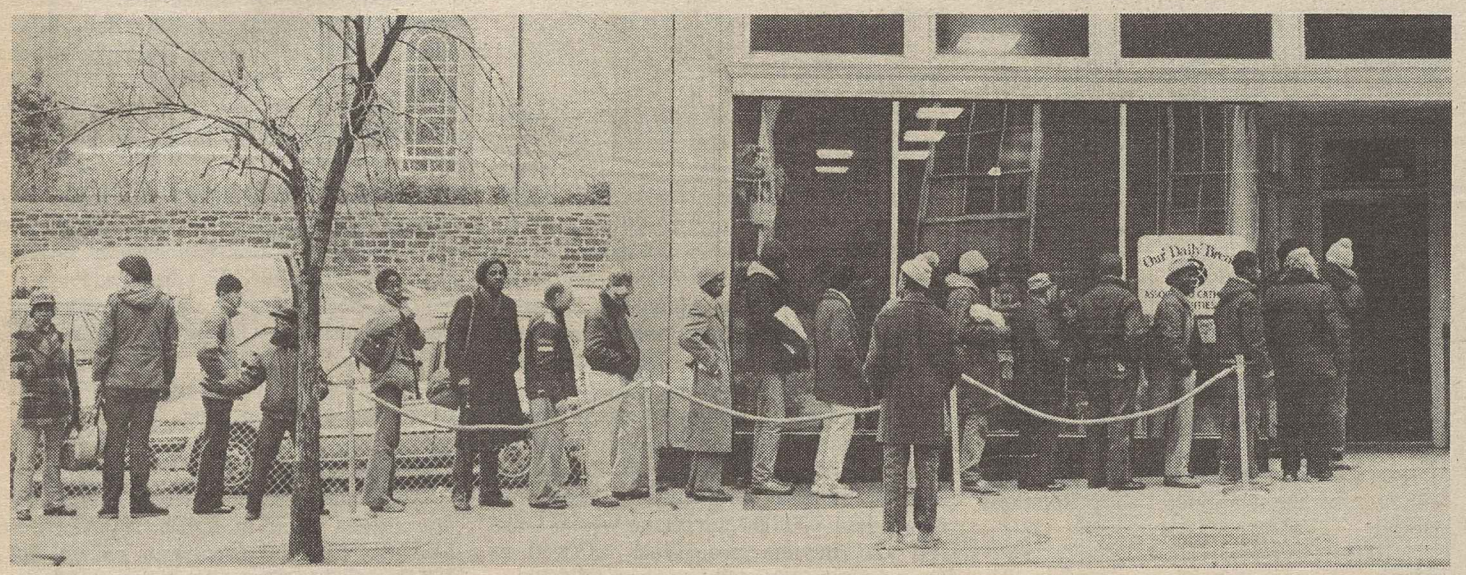
Prospects for economy cloudy



High unemployment and economic hardship cause lines to lengthen at a Baltimore soup kitchen.

15,000 face job losses

U.S. Steel cutbacks deal 'crushing' blow

By Susan Dunlop

For more than 15,000 Steelworkers, their families and the communities they live in, the new year arrived under a cloud of grave economic uncertainty as U.S. Steel Corp. announced plans for drastic production slashes.

In Pittsburgh, Steelworkers Acting President Lynn Williams branded the company's action "devastating news" and a "crushing blow" for about 4,590 active workers and more than 10,800 USWA members already on layoff who now face permanent loss of their jobs.

U.S. Steel Chairman David M. Roderick, in a year-end statement Dec. 27, said the nation's largest steelmaker would cut its steelmaking operations by about one-fifth, idling workers in nearly two dozen facilities either through complete shutdowns or curtailment of operations.

Many of the closings will be in the already hard-hit steel communities in western Pennsylvania, Cleveland and Chicago and in northwestern Indiana. The company is blaming wages and competition from subsidized imports for conditions leading to the shutdown program, which it calls "facility rationalization."

But Williams asserted that no "code word" can minimize "the consequences of shutdown and all the spinoffs of dislocation which continue to ravish the industrial communities so long associated with steelmaking."

He stressed that U.S. Steel's move points up the urgent need for Congress and the Administration to act "to take such decisions away from corporate boards and put them into the realm of national industrial policy."

Williams pointed out that while U.S. Steel is drastically curbing its operations—a move that the company boasts will let it make a profit while operating at only 50 percent of capacity—the nation is going begging for such public facility improvements as new roads, bridges and water systems.

New equipment

He noted that the company also announced plans to reopen and modernize facilities at its Fairfield, Ala., unit and install new, efficient continuous steel casters there and in its Gary, Ind., plant.

But Williams pointed out that workers deserve a share of the credit for those moves, because of their acceptance last March of temporary wage and benefit cuts "that totaled in excess of $3 billion, with the expectation that efforts could be made to revitalize and modernize the industry."

It was the efforts of the Steelworkers—at the national and the local level—"that

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Hardships grow for jobless when benefits run out

Baltimore—When jobless workers exhaust their unemployment benefits, it spells increasing hardship for themselves and their families, according to a study done here for the Baltimore AFL-CIO and the Maryland Dept. of Human Resources.

Results of the study commissioned by the state and the city central labor body show that for many area workers whose benefits have run out, the chances of finding another job are slim, and those who do find work generally make much less than before they lost their jobs.

In large numbers, workers surveyed said their families had begun to scrimp on food and were putting off medical or dental care. Many face eviction or foreclosure on their homes and repossession of their cars or furniture.

Jobless workers also reported increasing domestic friction, more drinking and growing concerns about whether long-term joblessness is affecting their children's performance in school.

Henry Koellein, Jr., president of the Metropolitan Baltimore AFL-CIO, said the survey "painted a sad picture of human suffering" in the state.

"People who have worked their whole lives are being forced into poverty. They are going into debt, letting their life insurance lapse, losing their cars, facing a

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Labor warns against rosy projections

By James M. Shevis

The AFL-CIO rejected the Administration's forecasts of solid economic growth over the next six years, calling them "iffy" and questionable, and warned that a new downturn is in prospect unless there is a sharp shift in national economic policies.

Deputy Director Henry B. Schechter of the federation's Dept. of Economic Research told a group of Washington journalists that organized labor has "reasons for doubt about the durability of the cyclical upswing—even through 1984—and certainly about the vitality of the American economy on a longer range basis."

Schechter, addressing a conference sponsored by the Washington Journalism Center, stressed that the economy is moving into a post-recovery stage with high unemployment and underemployment, and there is an increasing drag on future growth from the adverse balance of trade. At the same time, inventory rebuilding, defense production and high-income consumer demands are likely to support continued inflationary pressures and high interest rates which are also caused by the huge budget deficits, he said.

In the absence of a viable tax policy, Schechter said, the Federal Reserve Board can be expected to use its traditional money-tightening, high-interest rate tool to suppress rising inflationary pressures.

Recession trigger

"However, that tool has been greatly weakened by basic, long-term changes in the economy, and a resort to prolonged, historically high interest rates will lead into the next recession," he warned.

Unless there is a shift in policies, "the probability of the start of the next downturn will increase with time during 1984 and 1985," he observed.

Just before Christmas, the Administration issued a six-year economic forecast that projects growth of 4.5 percent from the end of 1983 to the end of 1984, followed by annual growth of 4 percent a year through 1988, dropping to 3.7 percent in 1989.

The forecast envisions inflation running at 5 percent by the end of next year and

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3 states challenge toxic chemical rule

By Arlee C. Green

New York, Connecticut and New Jersey have filed legal challenges to a new federal "hazard communication" regulation they say would pre-empt their existing state laws protecting workers against toxic chemicals.

All three states filed petitions to intervene in the case initiated by the Steelworkers in the 3rd U.S. Circuit Court of Appeals in Philadelphia on Nov. 22.

Additionally, New York and Connecticut filed separate petitions to the 2nd U.S. Circuit Court of Appeals in New York City for a court review of the Reagan Administration's new standard, a petition similar to that filed by the Steelworkers.

Those two petitions are expected to be combined with the legal actions already before the 3rd Circuit Court, according to New York Atty. Gen. Robert Abrams.

The federal hazard communication standard covers only workers in the manufacturing sector. Abrams and Connecticut Atty. Gen Joseph Lieberman pointed out at a press conference that more than half the workers in their states would be without coverage if the federal law is allowed to pre-empt their state laws.

Limited coverage

Further, Abrams said, the New York law covers more than 57,000 hazardous substances used in the workplace, while the federal regulation covers only about 600. Abrams noted that farm workers are routinely exposed to pesticides, and construction workers come into contact with materials like paint thinner, asbestos, toxic fumes and smoke.

"These workers need protection just as much as those in the manufacturing sector," Abrams said. "A number of state right-to-know laws cover such workers, and there is no excuse to exclude them from protection."

Several industry groups are also moving to intervene in the Steelworkers' case in support of OSHA. These include trade groups representing the oil, chemical, paint, flavoring and fragrance industries.

The decade-long effort by labor to get a strong federal standard was thwarted by the Reagan Administration in 1981 when it withdrew a hazard identification rule proposed by the Carter Administration.

Labor's campaign for strong state regulations has been successful in 14 states and a number of cities. It was this success

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1/7/84

Economic woes top 1983 labor news

The economy hit bottom early in 1983, but the road back from double-digit unemployment has been rocky. In a time of difficulty, the trade union movement again proved its resilience.

This is how the year shaped up in terms of labor's concerns, as gleaned from the 51 issues of the AFL-CIO News published during 1983:

January

With unemployment at 10.8 percent, AFL-CIO presses new Congress for quick action on jobs programs. . . . President Reagan's budget proposes further cuts in safety-net programs for the needy coupled with deficit financing of big military build-up. . . . Federal court backs union position, orders OSHA to issue emergency standard to reduce worker exposure to highly toxic ethylene oxide. . . . Bipartisan National Commission on Social Security Reform reaches consensus on recommendations to keep system financially solvent. AFL-CIO President Lane Kirkland joins in recommendations, but suggests alternative to proposed coverage of federal employees.

People: Maurice A. Hutcheson, Carpenters president from 1952 to 1972, dies at 85.

February

House approves $5 billion first-phase jobs bill, with emphasis on speeding up funding of public works and other programs already authorized. . . . AFL-CIO Executive Council asks that the "small first step" be followed by a full-scale economic recovery program financed largely by tax reforms designed to restore fairness. Other council proposals to ease recession hardships include extended jobless benefits, protections against loss of health insurance, a moratorium on foreclosures and evictions of the jobless. . . . At congressional hearings, labor asks continuation of trade adjustment assistance for workers displaced by imports and opposes Reagan proposal to make workers pay taxes on value of health insurance coverage. Administration's latest youth subminimum proposal is "wrong approach" to reducing teen unemployment, AFL-CIO testifies. . . . Senate confirms Donald Dotson as National Labor Relations Board chairman. Kirkland had expressed "grave reservations" over appointment of a management partisan to protect workers' rights under federal labor law.

People: Presidents William H. Bywater of IUE, Marvin J. Boede of Plumbers & Pipe Fitters, and Patrick J. Campbell of Carpenters elected AFL-CIO vice presidents to fill Executive Council vacancies.

March

Congress approves social security changes intended to keep the system solvent, closely following recommendations of the bipartisan reform commission. AFL-CIO welcomes the action, although disappointed with provisions affecting federal employees and with a future rise in the normal retirement age from 65 to 67. . . . Approved at the same time is a labor-supported measure extending a temporary program of federal supplemental unemployment benefits. . . . Kirkland at Senate hearings and Sec.-Treas. Donahue at House hearings testify to AFL-CIO's support of an effective immigration reform bill. . . . Free world unions condemn repression of unions in Chile and join in ILO's attack on Poland's union-busting. . . . Jobless rate for February is 10.4 percent. . . . With job security the issue, Steelworkers agree to a temporary wage cut in basic steel, to be restored within the contract period, coupled with assurances that the companies will plow the savings into a job-saving modernization of the industry. . . . In St. Louis, AFL-CIO's 38th Union-Industries Show draws 250,000 in its six-day run. . . . House rejects Reagan budget and approves, 229-196, a more adequate version supported by the AFL-CIO.

April

Regional conferences bring together local union leaders and national AFL-CIO officers and staff for workshops and to exchange ideas. Nuts-and-bolts areas included plans for Solidarity Day III observances on Labor Day. . . . A few faint signs of recovery point up the dimensions of the unemployment problem. In Hartville, Ohio, 12,000 jobseekers from two states jam highways to apply for 75 job openings; in Buffalo, 10,500 line up just to get applications for 56 jobs. . . . At House and Senate hearings, AFL-CIO urges Congress to move on an emergency program of health insurance for the unemployed. OMB Director Stockman testifies that the only program the Administration would support would require employers to let laid-off workers buy continued health insurance at their own expense. . . . Unions that have had dealings with Litton Industries lead off testimony in support of legislation to bar firms that defy federal labor law from receiving government contracts. . . . 3,000 local and state building trades leaders come to Washington to bring labor's "job agenda" to their representatives and senators. . . . Six former Secretaries of Labor, from both Democratic and Republican administrations, join in a letter urging President Reagan to "do more for the unemployed."

People: Hugh Reilly, a former attorney for the anti-union National Right to Work Legal Defense Foundation, is appointed solicitor of the National Labor Relations Board.

May

House votes 216-196 for labor-backed, Administration-opposed bill to help unemployed homeowners avoid foreclosure. . . . Industrial Union Dept. legislative conference builds congressional support for plant closing safeguards, reindustrialization policies and a domestic auto content law. . . . Court papers show Hugh Reilly, the new NLRB solicitor, continued to represent the "right-to-work" organization after going to work for the Labor Dept. early in the Reagan Administration. The NLRB, meanwhile, votes to shift significant enforcement supervision from the independent general counsel's office to Reilly. . . . Executive Council reviews presidential endorsement process, urges affiliates to hold off on endorsements. . . . Immigration reform voted by Senate.

People: Auto Workers convention elects Owen Bieber president as Douglas A. Fraser retires. . . . John J. O'Donnell, former president of Air Line Pilots, resigns from Executive Council to accept appointment as an Assistant Secretary of Labor. . . . Veteran AFL-CIO regional directors Michael Mann and Nicholas Kurko retire; Gordon M. Freeman, president-emeritus of IBEW, dies at 86.

June

Congress adopts budget providing more funds than Reagan requested for domestic programs but a smaller increase in military spending. . . . House votes 229-191 for labor-urged $700 ceiling on 1983 tax cuts to bring in needed revenue. But Senate bows to veto threat and rejects the cap, 55-45. . . . At House hearings, unions ask federally administered compensation system for victims of asbestos-induced cancer and other occupational diseases. . . . AFL-CIO joins in lawsuit challenging Environmental Protection Agency decisions made in closed-door meetings with pesticide manufacturers. . . . AFSCME wins bargaining rights for 30,000 clerical, service and hospital workers at nine University of California campuses. . . . ILO sets up commission of inquiry into suppression of trade union rights in Poland.

People: Boilermakers board elects Charles W. Jones president after Harold J. Buoy retires. . . . Deaths include former AFL-CIO Sec.-Treas. William F. Schnitzler at 79 and Lawrence M. Raftery, who headed the Painters until his 1961 retirement, at age 88.

July

Appellate court allows Labor Dept. to go ahead with most of the rewriting of Davis-Bacon Act regulations that building trades unions and a lower court charged flouted the intent of the prevailing wage law. . . . Supreme Court backs AFL-CIO's position that monthly retirement benefits can't be lower for women because insurance tables show they tend to live longer than men. . . . Ohio legislature enacts and governor signs collective bargaining rights for public employees. . . . House votes public works jobs bill, 306-113, despite veto threat. . . . Congress approves labor-opposed Caribbean Basin duty-free imports and repeals withholding tax on dividend and interest income in response to scare campaign generated by banks.

People: Nedda Casei, mezzo soprano with Metropolitan Opera, elected president of the Musical Artists; UAW's Sam Fishman elected president of Michigan AFL-CIO as William C. Marshall steps down.

August

Executive Council votes to advance timetable for a decision on a pre-primary presidential endorsement. General Board meeting set just prior to October AFL-CIO convention, with two-thirds vote by both bodies required. . . . Unemployment takes welcome drop to 9.5 percent after 10 months in double digits, but recession remains grim for millions still jobless . . . . House votes 253-174 for health care program for unemployed, but Reagan opposition dims Senate outlook. . . . Congress adopts labor-management plan to bring new revenue into Railroad Retirement System and avoid cutbacks in pensions. . . . More than 700,000 telephone workers win job and income protections as well as wage increases in strike against AT&T. . . . 300,000 participants in 20th anniversary of civil rights March on Washington include 60,000 from unions.

People: C. E. Wheeler wins presidency of Railway Carmen. . . . Charles Hayes, vice president of Food & Commercial Workers, elected to House seat previously held by Chicago's Mayor Harold Washington. . . . All-pro Gene Upshaw replaces Ed Garvey as president of Federation of Professional Athletes and executive director of NFL Players Association.

September

Across America, at 151 locations, Labor Day was observed by union members and their families as Solidarity Day III. More than 1.3 million persons participated in events ranging from a seven-hour parade in New York to picnic rallies in communities that had never before had a union-sponsored observance. . . . In Congress, House approves public jobs program targeted to the long-term unemployed after rejecting overwhelmingly move to waive minimum wage and Davis-Bacon requirements. . . . Unions poll members on presidential preference in preparation for endorsement decision. . . . Continental Airlines flies union-busting course, declaring bankruptcy in order to unilaterally slash pay nearly in half. . . . AFSCME wins historic pay equity suit in Washington state.

October

General Board and AFL-CIO convention vote overwhelmingly to endorse the presidential candidacy of Walter F. Mondale. It represents "a commitment to be at your side in every primary and every caucus in every state of the union," Kirkland told Mondale when he came to thank the delegates for their support. . . . Congress establishes a new legal holiday marking the birthday of Martin Luther King, Jr., the civil rights martyr whose life and death had special significance for the trade union movement. . . . Federal supplemental benefits for the long-term unemployed extended by Congress, and AFL-CIO launches a drive to locate jobless workers entitled to an additional round of payments. . . . Labor-Management Group of top industrial and trade union leaders warns that deterioration of the nation's infrastructure—including highways, bridges and water supply systems—needs a long-term commitment of federal funds to head off castastrophe. . . . AFL-CIO testifies for pension and tax law changes to remedy economic discrimination against women. . . . A new chapter in labor-management relations opens with agreement by Clothing & Textile Workers with J. P. Stevens & Co. settling all outstanding unfair labor practice cases against the company.

People: UAW President Owen Bieber elected to AFL-CIO Executive Council to succeed Doug Fraser. Convention re-elects Kirkland, Donahue, 32 vice presidents. . . . Murray-Green-Meany Award presented posthumously to David Dubinsky, late president of ILGWU. . . . George Meany Human Rights Award goes to International Rescue Committee.

November

House passes auto domestic content bill, but outlook is dim in Senate. . . . At House hearings, unions document charge that failure to enforce the Occupational Safety & Health Act endangers America's workers. . . . Jobless rate drops to 8.8 percent as workforce shrinks. . . . Shipyard workers in Newport News, Va., win major contract gains after overwhelming vote to keep Steelworkers as bargaining agent. . . . Congress enacts labor-supported housing bill before adjournment but House vote kills hope of tax reform. . . . AFL-CIO boycott and union rallies back strike by 12,000 members of Amalgamated Transit Union against Greyhound Bus Line.

People: Lloyd McBride, president of Steelworkers and an AFL-CIO vice president, dies at 67. Union's executive board names Sec. Lynn Williams acting president, pending a Mar. 29, 1984, special election. . . . Molders President Carl W. Studenroth dies at 68. As provided in union's constitution, Executive Vice President Bernard Butsavage will fill out his term as president.

December

Greyhound workers ratify agreement containing concessions but assuring job rights of strikers. . . . National campaign against Litton Industries union-busting bears fruit as company signals willingness to seek improved relations. Joint union-management committee established to investigate problems and make recommendations . . . Federal appellate court orders Labor Dept. to reinstate ban on industrial homework, sharply rebukes Sec. of Labor Donovan. . . . Continental Airlines and wood products of Louisiana-Pacific Corp. put on AFL-CIO boycott list to support striking workers. . . . Eastern Airlines settlement gives union members company stock and voice in management decisions in exchange for wage deferrals. . . . Jobless rate is 8.4 percent, but recovery signs remain spotty. . . . AFL-CIO and affiliates seek court injunction to stop Labor Dept. from cutting back prevailing wage protections of Service Contract Act.

People: Nobel peace prize awarded to Lech Walesa, head of Poland's banned Solidarity trade union federation.

Carpenters win pact at Croft Metals

Magnolia, Miss.—Members of Carpenters Local 2280 at Croft Metals, Inc. here have achieved a first contract with the company 14 years after beginning a struggle for their right to union representation.

The one-year agreement with the firm, which makes aluminum doors, windows and other home building products, ends what the Carpenters President Patrick J. Campbell termed "one of the longest and most involved first contract disputes in the history of our union." The union also called off its boycott of Croft Metals products, in place since 1977. The action had been endorsed by the AFL-CIO Executive Council.

About 550 workers are covered by the pact which calls for substantial improvements in vacation, holidays and paid leave, seniority protections, improved overtime pay, pension and health and welfare plans.

Although the Carpenters began providing assistance to Croft workers as early as 1969, and the union was certified as bargaining agent in 1971, the company refused to come to the bargaining table until 1975, and then only after the National Labor Relations Board threatened to bring contempt charges. Over the course of the workers' efforts to in a contract, the company was cited by the NLRB and the courts with numerous unfair labor practices stemming largely from its refusal to bargain and its union-busting efforts.

Key campaign themes set forth by Mondale

Walter F. Mondale opened his 1984 campaign for the U.S. presidency by affirming his commitment to liberal domestic goals and pledging to "take charge"—as President—of the nation's foreign policy and reduce the risk of nuclear war.

Kicking off the campaign year with an address to members of the National Press Club in Washington, Mondale dealt directly with criticism of his appeal for support among broad-based groups labeled by the media as "special interests."

Most prominent among these is the AFL-CIO, which has endorsed Mondale's candidacy for the Democratic presidential nomination.

Mondale spelled out his own concerns—the "millions of unemployed who ought to have jobs," the millions of young people "who need a good education but are being denied it by the Reagan Administration," the need to turn around the Reagan Administration's "shameful record" of civil rights laws, protection of the environment, enactment of the Equal Rights Amendment, an all-out attack on hunger and poverty, and the use of defense and national strength "to keep the peace and . . . reduce the risk of nuclear war."

'Count me in'

"If those are special interests, count me in," Mondale declared. "I'm proud of every one of them."

He used the Press Club speech to project the key themes of his campaign—"a more competitive economy, a more just society, and a safer world"—and focused the bulk of his address on the last of the three.

Mondale delivered a sharp denunciation of President Reagan's "ad lib foreign policy" and remarked that after three years of the Reagan Administration, "the Middle East and Central America are at war . . . U.S.-Soviet relations are in crisis and . . . a dangerous escalation of the arms race is underway."

Outlining a series of foreign policy positions, Mondale said his first step as President would be to put U.S. relations with the Soviet Union "on a sound footing" that would "check the Soviets through means short of war" while meeting them "on the common ground of survival."

While supporting a strong defense based on a "coherent strategy," he warned against giving the Pentagon "a blank check."

Mondale branded the Reagan Administration's military budget "a shopping spree" that assures "sweetheart contracting, lemon procurement, and management that lurches from outrage to outrage."

Reducing war risk

Mondale called for a strategy to reduce the risk of nuclear war through negotiations with the Soviets on arms reductions, a comprehensive nuclear test ban, and "a mutual and verifiable nuclear freeze."

He called for steps to strengthen the nation's alliances with other countries and pledged to be "a voice again for American values" overseas.

Mondale stressed that "human rights is not the only dimension" of American foreign policy, but said a President "must know the strength that flows from our moral leadership. America must not only stand tall, it must stand for something."

Court slaps down change in federal job seniority rule

A federal district judge in Washington blocked the Reagan Administration from implementing new rules that would have given more weight to job performance than to seniority in determining pay raises and layoffs.

Judge Barrington D. Parker of the U.S. District Court ruled that the regulations, which would affect 1.4 million white-collar federal employees, were "null and void."

Parker agreed with arguments by federal employee unions that Congress had effectively nullified the new rules in a resolution attached to a stopgap spending measure last November.

The Office of Personnel Management, which originally had planned to put the new rules into effect last August, said it will appeal Parker's ruling.

OPM Director Donald J. Devine said that no attempt will be made to use the new rules in any form until the appeal is heard.

The ruling came in response to a suit first brought in early November by the unaffiliated National Treasury Employees Union. The American Federation of Government Employees had filed a similar suit, as had the unaffiliated National Federation of Federal Employees.

President Kenneth T. Blaylock of the AFL-CIO Public Employee Dept., hailed the decision and called upon Devine to end his campaign to impose unfair rules against federal workers.

Blaylock, who is also president of AFGE, said the ruling vindicated the congressional action banning the regulations.

Carpenters to the rescue

Members of Carpenters Local 87 in St. Paul, Minn., rounded up donated equipment and materials and worked in sub-freezing weather to build a sorely needed wheelchair ramp at a foster home for the handicapped. The union community service effort was launched after state, county and city governments refused for more than a year to provide funds for the project.

Donahue reaffirms support of Caribbean Basin unions

Bridgetown, Barbados — American labor will continue to cooperate with workers in the Caribbean and elsewhere in the free world in the struggle against oppression and exploitation of any kind, AFL-CIO Sec.-Treas. Thomas R. Donahue told delegates to the eighth biennial conference of the Caribbean Congress of Labor.

"We must continue our struggle for jobs and justice—for social justice and for the opportunity for a decent life earned through a decent job," Donahue told the ORIT affiliate's meeting.

Donahue expressed satisfaction with the election of Luis Anderson of Panama as the new secretary-general of ORIT (Regional Inter-American Organization of Workers.) Anderson was elected at a special meeting of ORIT's executive council to succeed Tulio Cuevas of Colombia, who retired in October.

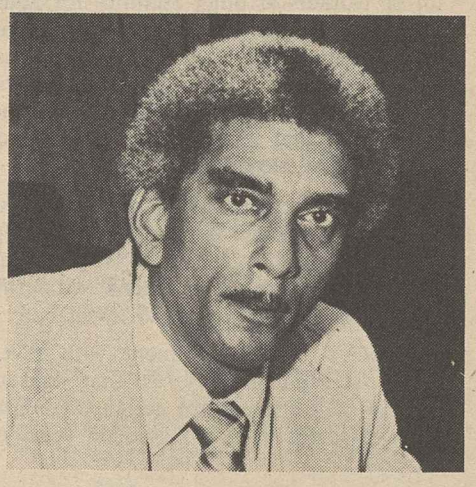
Anderson was formerly president of Local 907 of the State, County & Municipal Employees representing white-collar workers in the Panama Canal Zone.

Also representing the AFL-CIO, a founding member of ORIT, was Executive Director William C. Doherty, Jr., of the American Institute for Free Labor Development, the federation's foreign policy arm in Latin and Central America.

Donahue, who said he anticipated great achievements by ORIT under Anderson's stewardship, observed that the trade union movement in every free nation of the world remains "one of the great civilizing, humanizing, democratizing forces of life."

"It has been, first and foremost, a special interest organization seeking to improve the conditions of life of its members by improving their job-related conditions and trying to insure respect for their individual dignity on the job.

"It has, secondarily, sought to improve the conditions of life of its members by improving the conditions of life of all in a democratic society by political action and legislative efforts."



Luis Anderson

Rights link urged for Caribbean aid

Stepped-up American aid to countries of the Caribbean Basin is vital to U.S. interests, but should be linked to adherence to basic human rights, labor representatives on a bipartisan study panel declared.

A report by the prestigious Atlantic Council concludes that an enhanced economic development program for the countries and territories in the Caribbean should be of high priority to the United States and that the Reagan Administration is not giving enough attention to the area.

The report represents a two-year effort by a working group of some 50 prominent Americans in business, the academic world, the AFL-CIO, government services, international banking, and research institutions. The Atlantic Council makes policy recommendations on problems and opportunities shared by the western democracies and Japan and submits them to the Executive and Legislative Branches of the U.S. government and to appropriate international organizations.

William C. Doherty, Jr., executive director of the AFL-CIO's American Institute for Free Labor Development, and Dale Good, special assistant to AFL-CIO President Lane Kirkland for international affairs, concurred with parts of the policy paper on the Caribbean Basin, but found that it failed to come to grips with some fundamental issues.

In a dissent to the 46-page report, they agreed that the United States should embark on a "comprehensive and imaginative" program for the Caribbean countries, but stressed that "a primary objective of our assistance programs should be to assure that economic benefits of development are shared equitably."

Without necessities

However, they added, "we cannot hope to gain the wholehearted support of workers in the difficult and burdensome task of national development if they are without rights, without freedom, without justice, without bread.

"In granting assistance, a major consideration should be the adherence of recipient governments to the conventions of the International Labor Organization, especially those relating to freedom of association, discrimination, and forced labor."

Doherty and Good also said greater attention needs to be paid to the role of labor movements in country development as well as in improving the social and economic well-being of working men and women.

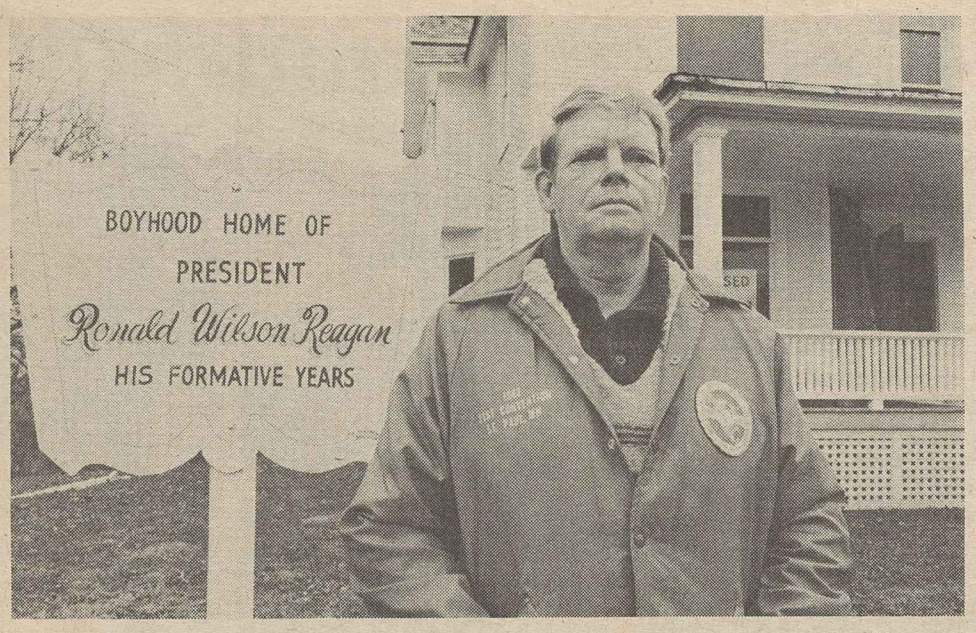
"We need to enlist free labor movements as partners in our assistance programs," they said.

A statement accompanying the panel's report noted that recent events in Grenada culminating in the U.S. invasion of the island nation have provided "additional evidence of Soviet and Cuban efforts to destabilize the region." But the panel considered these efforts to be "aggravating factors" secondary to the need for increased economic development of the area.

Americans need to develop a broad and informed consensus on how best to define and defend U.S. interests in the Caribbean Basin, the study panel observed.

"The countries of the Caribbean Basin confront serious problems," the report said. "Poverty, population pressures, inflation, inequalities of opportunity, and inequities in the distribution of income and wealth frequently have resulted in pressures for social and economic change."

Brent Scowcroft, who was national security adviser to former President Ford, and James R. Greene, dean of the School of Business at Monmouth College, co-chaired the working group.



Jack Cleary, financial secretary of the Cement, Lime & Gypsum Workers local in Dixon, stands before Ronald Reagan's boyhood home.

Residents bitter

Reagan program cuts hit his hometown hard

Dixon, Ill.—The hometown of Ronald Reagan will remember its favorite son this November and it will remember all he has done to them since becoming President of the United States.

In 1980, the town's business community perpetuated a myth that Reagan's election would mean a boom for Dixon, Denny Biester recalled recently. He is the president of State, County & Municipal Employees Local 172 and a direct care worker at the Dixon Developmental Center (DDC) for the retarded.

The AFSCME-represented staff at the DDC has been cut by nearly two-thirds since Reagan took office. The loss of 1,300 jobs in this town of 20,000 population has had a severe impact.

"Even many of our members were positive Reagan wouldn't let Gov. (James R.) Thompson close down the major employer in Reagan's hometown," Biester said. He said he had voted Republican most of his life before getting involved in the union.

Devastated feelings

Local 172 Treas. Sylvia Williams is among the DDC workers who lost their jobs at the center, which houses 5,000 retarded residents. With 21 years at DDC, Williams said she was "devastated" by the loss of her job and finds "it's degrading for me to be on unemployment. The longer I'm unemployed, the less I think of myself."

The full impact of the layoff still hasn't been felt as many of the workers are still drawing unemployment benefits. Nyla Martinez lost her job just after her husband returned to work at a local steel mill following a 16-month layoff.

"I wrote President Reagan and told him that unless he did something soon, Dixon wouldn't be his hometown, it would be his ghost town," Martinez said. She's not surprised that her letter went unanswered.

Tim and Margie Richardson were among the lucky few to keep their jobs at the DDC, but they have felt the impact of Reaganomics in other ways. Her mother, a totally disabled widow, has lost $138 a month as a result of Reagan's cuts in social security programs.

The pair confessed to having never voted, but because of the policies of the town's most famous citizen, Margie is now determined to "learn more about what's going on politically" and Tim has concluded that when he does vote in the next election, it won't be for Ronald Reagan.

Statistics point to the setback Dixon has had under Reaganomics. Despite the tightening of food stamp eligibility under this Administration, the number of families on food stamps in Lee County (where Dixon is located) and adjoining Whiteside County has jumped more than 45 percent between fiscal years 1981 and 1983.

The jobless rate in 1981 was 8.7 percent in Lee County and 10.8 percent in Whiteside. By August 1983, the rate had jumped to 14.5 percent in Lee and 22.6 percent in Whiteside. Meanwhile, federal revenue-sharing funds for Lee County dropped more than 40 percent.

Victims of Reaganomics

Cristina Quinones, an AFSCME Local 2000 member and caseworker at the Lee County Welfare Office, noted that under Reagan policies, it is harder for her to help the victims of Reaganomics.

"People—more and more of them—are coming in saying they've worked all their lives and never asked for anything," she reported, "but we have to turn them away because of the new rules and cuts. All I can say is that I'm sorry." The staff in her office has been cut also, from 18 to 13 persons.

The results of Reaganomics hit especially hard in Dixon's black community.

"The DDC was the major employer of blacks in this area," Rev. A. J. Downing, pastor of the Second Baptist Church, noted. He pointed to a continuing problem of racial discrimination. "Just walk into the banks and grocery stores and see how many black people are working there."

When reminded of Reagan's comment that he grew up not knowing America has a race problem, Rev. Downing observed that Reagan "could not have grown up in this community and not realized that there's a race problem, unless he was wearing blinders."

The economic problems have meant people losing their homes, small businesses folding and cuts in school programs and other services, Rev. Downing said.

Sharp layoffs at the steel and cement factories in the town have also taken their toll. Jack Cleary, financial secretary of the Cement, Lime & Gypsum Workers local, is one of 120 to be laid off from the cement plant since July 1982.

Ready to switch

"Many of our guys are about to lose their houses, and their unemployment insurance is about gone," Cleary said. "Many of them voted for Reagan, but they're ready to switch back to the Democrats."

He pointed out that federal program cuts have hurt Dixon, and he doesn't approve of proposals to raise $1.5 million to restore Reagan's boyhood home.

"Dixon needs $2 million for its sewer system, which I think is a little more important," he said.

Cleary, a lifelong resident, noted his mother "knew Ronald Reagan when he lived here, and she now has no use for him."

Among other contemporaries of Reagan gathered recently at the Lee County Senior Center, one who remembered him from school said, "We were all upset with him about social security and Medicare. He hasn't helped us at all. He's got what he needs and he just doesn't care about us, or Dixon."

Labor blasts watering down of proposed grain dust rule

The Occupational Safety & Health Administration this week released its grain dust safety proposal after watering it down to the taste of the grain industry during its seven-month stopover at the Office of Management & Budget.

"This OMB-OSHA proposal offers no hope, comfort, or consolation, much less protection, for the over 100,000 grain elevator and mill workers who put their lives on the line every day," President Robert F. Harbrant of the AFL-CIO Food & Allied Service Trades Dept. charged.

"Special interest politics has left this nation's grain workers without the protections they are legally due under the OSHA Act," he said, noting that the National Academy of Sciences in its 1982 report singled out strict controls on the buildup of explosive grain dust as the most critical element in preventing explosions.

At the behest of White House budget office, OSHA backed off a plan to limit grain dust accumulations to one-eighth of an inch. The standard, as proposed, will allow the grain processing industry a self-regulatory choice on how to control dust buildup.

The 1982 NAS study had recommended limiting dust buildup to just 1/64th of an inch. The OSHA proposal that went to OMB on May 12, 1983, was eight times that amount.

Efforts by organized labor and congressional representatives to spring the proposal loose from OMB over the seven months proved fruitless as the agency gave precedence to its private discussions with industry groups.

The new language added to the OSHA proposal allows the employer either to install a pneumatic dust control system to control dust accumulations or to develop a "housekeeping program" whereby "a once-per-shift schedule for cleaning the workplace of dust" will be established.

There is no limit set on the amount of dust that can accumulate during a shift and no limit on the amount of residue that can exist after sweeping the facility.

The industry's cost of complying with the proposed standard will drop under the new proposal from $77 million annually to just $22 million, according to OSHA.

Country elevators

OMB's concerns about the impact of the proposed safety standard on "country" elevators, which represent over 90 percent of the nation's grain elevators, were answered by OSHA, which pointed out that most of the "country" elevators are either owned by larger firms or are part of a cooperative. The proposed standard will cover all elevators.

OSHA has been working on the grain safety standard for more than six years as the need for such a standard was made tragically evident by the nation's worst grain elevator explosion which killed 34 workers in 1977. There have since been 143 more explosions and another 108 workers killed.

Harbrant, in noting the fatalities of hundreds of workers, said: "It is a desecration of their memory that the cause of their deaths has been side-stepped once again. The proposed grain standard released today by OSHA, after being massacred by OMB, would not have saved the 108 lives of those killed in grain elevators and mills in the past six years."

The proposed standard will be the subject of public hearings still to be scheduled.

U.S. Steel moves to cut 15,000 jobs

Continued from Page 1

opened up the opportunities for new construction and modernization," Williams said, pointing out that the installation of the new equipment at Fairfield would come "after considerable sacrifices in labor agreements" by USWA members there.

Although U.S. Steel had been pressuring workers at other facilities for additional concessions in the weeks preceding its announcement of the shutdowns, USWA members rejected any further cuts, particularly since they could obtain no guarantees that their plants would not eventually be closed anyway.

Williams noted in his statement that the refusal by the union to yield on benefit cuts to laid-off workers "has at least protected those of our members faced with this latest announcement by U.S. Steel."

USWA's master ageement with seven major steelmakers assures that laid-off workers will continue to get supplemental unemployment benefits based on years of service.

In another development, Williams said the union was pleased by U.S. Steel's announcement that it is dropping a planned joint venture with British Steel Corp. to import steel slabs for finishing in plants here. Both the USWA and British steelworkers' unions opposed the move, which would have cost jobs on both sides of the Atlantic.

Williams stressed that the Steelworkers would continue to be vigilant "toward future efforts to bring in offshore steel."

He said the USWA and its members deserve credit for "bringing this issue into the public sector and the legislative process," and stressed that decisions with such far-reaching consequences are "too important" to be left to private corporations alone.

While business analysts noted that U.S. Steel's decision to shut down six plants and trim operations at 23 others would be good for the company's profits picture, the union, social service agencies and churches in the steel communities were bracing for the cost in human terms.

In an interview that appeared in the New York Times, David Bensman, assistant professor of labor studies at Rutgers University, warned that some communities once dependent on steel could become "wastelands" unless the industry's decline is reversed or "new economic schemes" are put in place. Bensman is working on a study of the effects of the steel industry depression on southeast Chicago, which will be hard hit by the closings.

That area, he said, has already seen an increase in family problems, including divorces, as well as the closing of small businesses and the abandonment" of neighborhoods.

Machinists repel raid at Republic Air

The Machinists beat back an attempted raid of Republic Airlines mechanics by the unaffiliated Aircraft Mechanics Fraternal Association. The vote was 1,076 to 893.

This was the third election since the airline was formed in 1979 from the merger of North Central Airlines, represented by the IAM and Southern Airways, whose mechanics were represented by the AMFA.

The following year Republic bought Hughes Airwest, where AMFA also represented the mechanics. In an election held then, IAM won by a vote of 1,175 to 1,037.

Three months ago, the AMFA challenged IAM's representation of the 2,500-member unit, gaining enough signed cards to petition the National Mediation Board for an election. The key issue, according to IAM's organizer, King McCullough, was the last contract negotiated with Republic, and approved by the members, which conceded a 15 percent pay cut through June 1, 1984, when the regular scale with increases will be reinstated.

Hardships grow for jobless when benefits end

Continued from Page 1

threat of foreclosure and coming to depend on social services," Koellein said, stressing that "what is worst of all is that they have little hope of being re-employed."

Koellein called the toll that long-term unemployment is taking on workers and their famiiles "a disgrace to our society." The solution, he asserted, "is to put people back to work."

Ruth Massinga, secretary of the Maryland Dept. of Human Resources, agreed that the study revealed "extensive gaps" in government assistance to the needy. She called on the Reagan Administration to see that the states get additional funds to run training programs for dislocated workers, and she said the Administration should revise eligibility requirements for federal welfare and medical programs so more jobless workers can qualify for them.

Laid-off Steelworkers pick up groceries at the USWA Local 2609 food bank in Baltimore.

Telephone survey

The study included a telephone survey of 504 jobless workers throughout the state whose unemployment benefits had run out, most about seven months ago.

Maryland law provides for 26 weeks of state benefits, and eight additional weeks are available in federal supplemental compensation.

About two-thirds of the workers who fit the pattern of exhausted benefits could not be contacted by telephone, and the results of the study point out that in many of these cases, workers and their families may have been forced to move or have had their phones shut off.

A key finding was that only about 28 percent of the workers were able to find new jobs, and half of those said they were earning less than in their previous jobs. More than half the households surveyed said their total income, including food stamps and wages of other family members still working, fell to less than $150 a week once benefits were cut off.

More than half said they had to borrow money to pay bills, and 59 percent withdrew savings to help make ends meet.

Of those interviewed, 69 percent said they cut back on the quality or quantity of food, and 30 percent said they had experienced an emergency need for food.

About 23 percent said they had applied for food stamps.

Over two-thirds of the families said they did without or delayed both medical and dental care. While 79 percent of those interviewed said they had had medical insurance while employed, 88 percent lost all or part of their coverage along with their jobs. Of those, 57 percent said they did not replace the lost coverage.

Utilities cut off

More than one of every five households had received a utility turnoff notice, and 10 percent actually had their utilities cut off. About 21 percent said they had experienced an emergency need for fuel.

In other findings, nearly a quarter of the families said they had let life insurance policies lapse, 5 percent had been evicted or had their mortgages foreclosed, 11 percent said they had defaulted on a personal loan, and 4 percent had a car or furniture repossessed.

Nearly 75 percent reported increased irritability with their family and friends, and 43 percent said they felt more withdrawn. Fifteen percent of the workers reported increased use of alcohol, and 14 percent of those with school-age children said they were having behavior or academic problems in school which the parents pegged directly to the family's economic straits.

The study results also showed that of the 28 percent who found new jobs, most found work within the first 12 weeks after exhausting their benefits. After that, the rate of re-employment dropped sharply.

Of those re-employed, 70 percent said they did not plan to remain at the new job, would continue to look for another job or planned to enroll in a training or education program.

About 80 percent of the workers said they were not optimistic about being recalled to their previous jobs.

One up, one down

Two separate federal court rulings in December involving employer attempts to duck out of obligations under union contracts produced contrasting results, one favoring labor and the other going against it.

In Waterloo, Iowa, a bankruptcy judge granted Rath Packing Co.'s request to abrogate a contract with its workers while undergoing reorganization under Chapter 11 of the federal bankruptcy code. Among other things, the judge's ruling calls for a $2.50 reduction in the hourly base wage and trims fringe benefits. The company is under a contract with Food & Commercial Workers Local 46.

But in Grand Rapids, Mich., another bankruptcy judge ordered Tucker Freight Lines, Inc., to honor its contract with the unaffiliated Teamsters.

Tucker, a debtor-in-possession also seeking reorganization under Chapter 11, had informed the union that it would unilaterally reduce wages 30 percent, or about $4 an hour. The firm argued that as a new entity, or successor employer, it was no longer subject to the union contract.

Judge Laurence E. Howard of the Western District of Michigan declared that the successor employer rationale "cannot justify Tucker Freight's unilateral change here." The court rejected the view that the purchase of Tucker Freight by another company, Central Transport, established a new entity free to set new terms of employment. "Insofar as the new entity theory is concerned, it doesn't hold water," Howard ruled.

Northrip succeeds Miechur as head of Cement Workers

Elk Grove Village, Ill. — Thomas F. Miechur, president of the Cement, Lime & Gypsum Workers since 1971, will retire Jan. 8. The union's executive board elected Sec.-Treas. Richard A. Northrip, to succeed Miechur, and Vice President Henry W. Bechtholdt was elected the new secretary-treasurer. Their terms end Jan. 1, 1985.

The executive board also voted to schedule a special convention Mar. 14-16 in Las Vegas to act on a merger proposal with the Boilermakers. The Boilermakers convention earlier empowered its board to proceed with merger plans. The CLGW constitution requires a two-thirds vote of the delegates to approve the merger.

Miechur, 60, joined the CLGW in 1942 and served as recording secretary of CLGW Local 8 in Martins Creek, Pa., during the 1940s and '50s. In 1952, he served as an international representative and in 1957, he was elected a district representative. From 1959 to 1971, Miechur was administrative assistant to the CLGW president. He also served as a vice president of the AFL-CIO Industrial Union Dept. and the Maritime Trades Dept.

Northrip, 54, has been a CLGW member since 1953. From 1954 to 1957, he was president of Local 330 in Daytona Beach, Fla. After serving as the District 5 representative from 1957-59, Northrip became secretary-treasurer of the district, staying in that post until 1971, when he became director of District 5. In 1975, he was elected the union's secretary-treasurer.

Bechtholdt, 50, joined the CLGW in 1953 and was elected recording secretary of CLGW Local 190 in Ft. Collins, Colo., in 1955. He was president of the local from 1956 to 1965 when he became the District 1 and 2 representative. Bechtholdt was elected an international vice president in 1971. He also has served as vice president of CLGW District 2, president of District 1 and 2, and president of the Northern Colorado AFL-CIO.

New downturn called likely unless policy change occurs

Continued from Page 1

then declining gradually to 3.5 percent at the end of 1989. The Administration sees unemployment dropping from an average of 7.8 percent next year to 5.7 percent in 1989.

Of these rosy predictions, Schechter said in a separate comment that the Administration was engaging in "wishful, bizarre thinking."

"Extraordinarily large budget deficits to be financed, and a large and growing trade deficit hold promise for a combination of continued high levels of real interest rates, unemployment, and business failures which are a prelude to the next business cycle downturn.

"That is much more likely to come in one or two years than in six years," he said.

Schechter pointed to the millions of unemployed workers—officially, 9.4 million by the Labor Dept.'s reckoning, but more like 17 million when the count includes those who are working part-time because they cannot find full-time work and those too discouraged to look for work. He noted that even this unofficial figure may not present the true picture because of questions raised by a large discrepancy between two statistical series used by the Bureau of Labor Statistics to measure employment.

Trends that cast doubt on the durability of any economic upswing over time include a significant shift from reduction of business inventories, to a gradual buildup of inventories, Schechter said in his remarks to the Washington journalists.

Credit upsurge

"Inventory rebuilding is continuing and will require increased business credit to finance it. The current rise in consumer expenditures is matched by an upsurge in consumer credit, also," he told the conference.

Schechter pointed out, too, that increased defense spending under the Reagan budget—while not a direct cause of inflation at this time—could well boomerang in the years just ahead.

"Income generated from defense production increases consumer demand, creating upward pressures on prices of many goods and services," he said. "That may be a factor, along with the effect of the summer drought upon the food supply, in causing an accelerated upward movement of consumer prices."

Declines in interest rates in the second half of 1982 worked to pick up sales of housing and autos. Schechter noted, however, rates began to rise again during the late spring and early summer of 1983 and housing starts and domestic auto sales began to level off or decline. These markets could contract further unless interest rates come down, he warned.

Foreign money

High interest rates in the United States have attracted a heavy influx of investment money from overseas. The result has been a significant rise in the value of the U.S. dollar, putting American-made products at a price disadvantage in international trade, Schechter pointed out.

He termed the negative U.S. balance of merchandise trade—about $70 billion for 1983 and projected at $90-$100 billion in 1984—"a growing drag on the U.S. economy."

Another negative factor in the economic outlook is the size of the current and prospective federal deficit, Schechter warned. The deficit is expected to hover around $200 billion a year through 1988 and mushroom to $280 billion in 1989, according to the Congressional Budget Office.

Huge tax cuts, primarily for corporations and wealthy individuals, plus military spending increases, have created a large "structural deficit" in the economy, Schechter noted.

"The outlook for the need to continually finance such large federal deficits contributes significantly to the maintenance of high level interest rates at this time," he said.

The outlook can be expected only to worsen when the Administration, as already indicated, asks for a sizable increase in defense expenditure when the fiscal 1985 budget is submitted to Congress in the next month or so, he said.

New season opens for TV series on labor

"America Works," the AFL-CIO's weekly public affairs television program on commercial channels, kicks off its second season in January.

Four new programs in the series will examine the involvement of union members in helping to solve critical problems in health care, preventing hunger, controlling energy costs and improving education.

"America Works," produced by the Labor Institute of Public Affairs, the AFL-CIO's TV production arm, will begin its new season this weekend in the cities listed below, except in Cincinnati, where the first show airs Jan. 21, and in Hartford, Conn., where the programs will be seen Jan. 23-26. Local listings should be checked to confirm dates and times.

City	Station/ Channel	Date/Time
Atlanta	WATL-36	Sun. 11:00 p.m.
Birmingham	WTTO-21	Sat. 8:00 a.m.
Boston	WQTV-68	Sat. 9:30 a.m.
Buffalo	WIVB-4	Sun. 12:30 p.m.
Chicago	WPWR-60	Sat. 8:30 a.m.
Cincinnati	WLWT-5	Sat. 12:00 p.m.
Cleveland	WCLQ-61	Tue. 10:30 p.m.
Dallas	KTWS-27	Sat. 9:30 a.m.
Denver	KDVR-31	Sun. 11:30 p.m.
Detroit	WGPR-62	Sat. 12:30 p.m.
Grand Rapids	WXMI-17	Sat. 9:30 a.m.
Greensboro	WJTM-45	Mon. 10:30 p.m.
Harrisburg	WPMT-43	Sat. 10:00 a.m.
Hartford	WTXX-20	Mon.-Thurs. 11:30 p.m.
Los Angeles	KHJ-9	Sat. 7:30 a.m.
Louisville	WDRB-41	Sat. 7:30 a.m.
Memphis	WMKW-30	Sat. 9:00 p.m.
Milwaukee	WCGV-24	Sun. 1:00 p.m.
Minneapolis	KXLI-41	Sat. 8:30 a.m.
Nashville	WSMV-4	Sun. 3:30 p.m.
New York	WNEW-5	Sat. 8:00 a.m.
Norfolk	WTVZ-33	Fri. 11:30 p.m.
Orlando	WFTV-9	Sun. 10:00 a.m.
Philadelphia	WTAF-29	Sat. 7:30 a.m.
Phoenix	KNXV-15	Sun. 9:00 a.m.
Pittsburgh	WPGH-53	Sat. 8:00 a.m.
Portland	KECH-22	Sun. 10:00 a.m.
Raleigh	WLFL-22	Fri. 11:30 p.m.
Richmond	WRLH-35	Sat. 10:30 p.m.
Sacramento	KRBK-31	Sun. 9:00 a.m.
St. Louis	KDNL-30	Sat. 8:30 a.m.
San Francisco	KTSF-26	Sat. 4:00 p.m.
Seattle	KVOS-12	Sat. 12:30 p.m.
Tampa	WFTS-28	Sun. 9:00 p.m.
Washington	WDCA-20	Sat. 10:00 p.m.

Support for Sakharov

A "read-in" by trade unionists, actors, artists and scientists calling for the release of the Nobel Peace Prize laureate Andrei Sakharov from forced internal exile in the Soviet Union draws supporters in New York's theater district. Theodore Bikel, former president of Actors' Equity, reads from Sakharov's writings during the demonstration sponsored by the AFL-CIO and scientific, academic and human rights organizations. Other speakers included Ladies' Garment Workers President Sol C. Chaikin, Musical Artists President Nedda Casei, and A. Philip Randolph Institute Chairman Bayard Rustin.

American job losses mount as footwear imports surge

Surging imports of shoes from low-wage countries will cause the closings of 11 American shoe factories and put 3,000 more footwear workers in the jobless ranks, union and industry officials warned.

Five small plants have shut down recently, costing some 1,000 jobs at Melville Corp./Thom McAn. The company announced it will close six of its seven plants this year, costing another 2,000 jobs.

"Tens of thousands of U.S. workers have lost their jobs because their own government refuses to ensure that the domestic shoe industry is treated fairly in the world trading market," charged Clothing & Textile Workers President Murray Finley, Food & Commercial Workers President William H. Wynn and President George Langstaff of the Footwear Industries of America in a joint statement.

Melville's closings, to take effect over the next nine months, "are a direct result of the unprecedented and uncontrolled flood of imported shoes into the U.S. market," they said. Plants will be closed in New Hampshire, North Carolina and Tennessee.

Imported shoes now account for nearly 66 percent of the U.S. market, up from just 21 percent in 1968.

In that year, the United States produced 640 million pairs of shoes and employed over 200,000 workers in direct manufacturing operations. Today, production levels are at the 300,000 million pairs mark and employment has dropped to 110,000. In the same period, imports have grown from 175 million pairs to 550 million pairs.

OSHA report on inspections called inflated

The Occupational Safety & Health Administration is continuing its "public relations ploy" of showing inflated numbers on worksite inspections when the true measure of the agency's effectiveness—the number of workers covered—has declined by 45 percent since fiscal year 1980, Margaret Seminario, the AFL-CIO's job safety specialist, charged.

In releasing preliminary data for fiscal 1983, OSHA Administrator Thorne G. Auchter said his agency is "on track for making the American workplace even safer and more healthful in coming years. . . ." He pointed out that federal inspectors had visited 68,577 work sites in FY 1983 and 63,363 in FY 1980.

Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, noted that 10,368 of the worksite inspections really were "records" inspections. Thus, the actual inspection total is only 58,209, over 9 percent less than the FY 1980 figures.

"The Reagan Administration is grandstanding and cheerleading, when an honest review of the inspection numbers shows there is nothing to cheer about," Seminario said.

Counting contractors

While OSHA touted its increased emphasis on construction site inspections, Seminario said this "artificially skews" the inspection figures because of the way OSHA counts those inspections. Each contractor or subcontractor at a job site is counted as an individual inspection, meaning fewer job sites have to be visited to "artificially" increase the inspection total.

The key to the agency's effectiveness, Seminario declared, is the number of workers covered by its inspections. That number has dropped more than 45 percent from 3,699,862 workers in FY 1980 to 2,032,358 in FY 1983, she pointed out.

Nearly every figure relating to OSHA's inspection program has declined under the Reagan Administration. Manufacturing inspections are down 30 percent; maritime inspections, down 22 percent; follow-up inspections, down 86 percent, and worker complaints, down 51 percent, she noted.

Awards granted in labor journalism competition

Judges in the International Labor Communications Association's 1983 print and broadcast journalism contests presented a total of 107 awards to outstanding labor publications, films, television and radio programs entered in the two contests, which drew a total of 1,109 entries.

Judges for ILCA's print journalism competition praised labor journalism as "healthy and vigorous" and pointed to "increasing imagination and sophistication" in labor's use of many forms of media to communicate with members and the public.

ILCA is the new name of the International Labor Press Association, adopted at the organization's biennial convention last October.

Entries of publications showed "imagination and concern coupled with excellent writing and demonstrating a professionalism which compares quite favorably with some of the best commercial newspapers and magazines," the judges' report said.

Film, videotape, slide and radio broadcast entries indicated that labor organizations are growing "increasingly sure-handed in their use of electronic media to appeal to and inform not only their own members, but also to expand the public's perception about the role of unions in society," the judges observed.

The print journalism panel selected 73 award winners from 999 entries in the competition that judged labor papers on general excellence and achievement in special performance categories.

In ILCA's second film and broadcast competition, judges gave awards to 34 productions out of 110 entries. Categories in this contest included films or videotape programs, radio and television announcements and film strips and slide show.

Judges in the publications contest named Antonio Ramirez of the New York Teacher winner of the association's prestigious Max Steinbock Award. The prize, named for the late president of ILPA, recognizes "the best journalistic effort which exemplifies a humanistic spirit."

Ramirez won the award for a 10-article series, "Prisoners of Conscience," about 10 people, most of them teachers, who have been imprisoned in a number of nations for writings or activities on behalf of human rights. Background for the series was supplied by Amnesty International.

General excellence

Top winners in the overall general excellence category in the print journalism competition were:

International and national union publications—newspapers of 100,000 or more circulation, Service Employee; magazine of 100,000 or more circulation, UAW Solidarity; newspapers of less than 100,000 circulation, Allied Industrial Worker; magazines of less than 100,000 circulation, Association of Flight Attendants Flightlog; newsletters, SEIU Leadership News Update.

State and local central body publications—publishing at least 45 issues a year, Racine (Wis.) Labor; at least 22 issues a year, Milwaukee Labor Press; at least 10 issues a year, Texas AFL-CIO Labor News; at least four issues a year, Ontario Labour.

Local union publications—15,000 or more circulation, Utility Reporter, Electrical Workers Local 1245, Walnut Creek, Calif.; 7,500 to 15,000 circulation, State of the Union, SEIU Local 535, Oakland, Calif.; 2,500 to 7,500 circulation, Labor Speaks, Transport Workers Local 553, Miami; less than 2,500 circulation, Open Mike, San Francisco Radio & Television Artists; machine-duplicated publications, Action Bulletin, Greenburgh (N.Y.) Teacher.

Regional publications—over 20,000 circulation, New York Teacher; less than 20,000 circulation, On the Level, British Columbia Province Council of Carpenters.

Top winners in the film and broadcast competition were:

Films or television programs to educate the public—"Organizing: The Road to Dignity," Food & Commercial Workers, and "One Voice," Steelworkers Local 2609-2610, Pittsburgh.

Films or television programs to educate members—"They Can't Break Our Union," Auto Workers, and "Collective Bargaining for Collective Benefits," State, County & Municipal Workers District Council 37, New York.

Informative television announcements—"Our Public Schools: Where Children Are Taught to Take On Tomorrow," American Federation of Teachers, and "The Economic Circle," Painters Local 469, Ft. Wayne, Ind.

Informative radio announcements —"Quality and Jobs," UAW; "Wanted: 500 Jobs," Communications Workers Local 1150, New York, and a series of five announcements on education issues, AFT. The judges also awarded a special commendation for outstanding achievement to AFT for these spots.

Issue-oriented television announcements —"Social Security," AFSCME.

Issue-oriented radio announcements — "Employment Security Funding," New York State Public Employees Federation, SEIU.

Film strips and slide shows—"Building Union," Carpenters, and "Good Times, Bad Times," AFSCME Local 372, New York. The judges also awarded a special commendation to this production.

Judges for the print journalism contest were Albert K. Herling, former editor of the BC&T News; Saul Miller, former director of the AFL-CIO Dept. of Information; Prof. Philip Robbins, chairman of the Dept. of Journalism at George Washington University; Jeffrey Sheler, reporter for U.S. News & World Report magazine, and Louise Walsh, research coordinator and editor of the AFL-CIO Dept. for Professional Employees.

Judges for the film and broadcast contest were Jackie Kienzle, AFL-CIO Dept. of Education; Lee White, former editor of the CWA News; Michael Grace of Grace & Kenefick Communications; Joyce Campbell, program director of WETA-TV, Washington, D.C.; Susan Phillips, editor for National Consumers League; Sam Marshall, public relations consultant and former labor editor; M. J. Brenne, editor of AFA Flightlog; Al Goodfader of DC Associates, Inc.; John Clark, assistant editor of Labor Newspaper, and Albert Herling.

EDITORIALS

Ring in the New

NO MATTER how grim the year that was, it is basic human nature to approach the New Year with at least a touch of optimism.

In our imperfect society, there is still too much unemployment and injustice. But our political and economic system has given us the means to remedy this.

The American trade union movement, in its most successful manifestations, has been a healthy blend of pragmatism and idealism.

It has not been dazzled by the vision of a perfect society, a New Jerusalem to be achieved by following a rigid economic dogma as interpreted by some political guru. Unions, nevertheless, have had a vision of a more just society—in the workplace as well as in the larger community.

The tensions of the bargaining table and the confrontations of the picket line have narrowed the inequities of life and humanized the industrial age. As the past two years have made us grimly aware, there have been setbacks to this progress. But at its best, the collective bargaining process has opened the way to creative approaches to help both employers and workers keep afloat in hard times.

A DEMOCRATIC political process has given us laws intended to assure that workers have the right to collective bargaining and that they cannot be punished by their employers for exercising that right.

Other laws mandate safe and healthful workplaces, impose standards for government contractors, and set a floor under wages and a ceiling on hours.

The same democratic process has given us an Administration that has failed to enforce these protections and a President whose insistence on tax breaks for the wealthy has added to the burdens of the poor.

In the campaign leading up to the November presidential and congressional elections, the labor movement and other groups critical of this Administration will be making a strong case for a change in course and leadership.

Then the people will decide. And that's surely ground for optimism.

American Values

AS PRESIDENT, I will be a voice again for American values.

Advancing our values advances our interests. Injustice is the seedbed of revolution; justice is the soil of stability. Societies that begin by being careless about rights end by being casual about terror.

We must not ignore our other vital interests. Human rights is not the only dimension of our policy. But a President must know the strength that flows from our moral leadership. America must not only stand tall, it must stand for something.

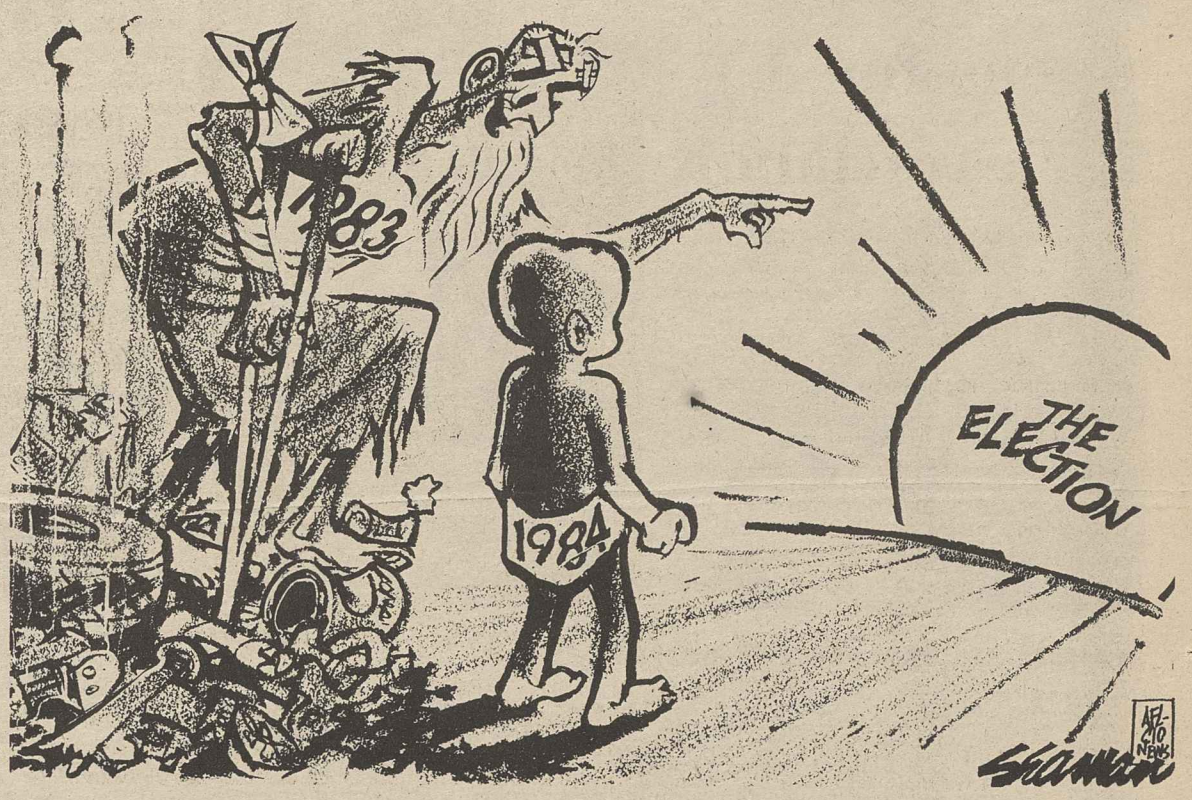
But for the last three years, promoting American values has become a tactic and not a principle. When Mr. Reagan sends his Vice President to praise the Philippine dictator for his—quote—love of democracy, when he vetoes congressional efforts to curb Central American death squads, he encourages the extremes, drains our influence, and weakens our nation.

Our concern must run from the terror of the Russian Gulag to the jails of the Latin generals. The banning of South African blacks is no more acceptable than the silencing of Cuban poets. And as the newly elected leader in Buenos Aires has reminded us, the distinction between repressive totalitarians and repressive authoritarians is cold academic comfort to the mothers of the disappeared.

I will return America to principled leadership. We cannot always have our way, but we dare not lose our way.

—From an address by Walter F. Mondale, candidate for the Democratic nomination for President, to the National Press Club, Washington, D.C., Jan. 3, 1984.

'Now, There's Something Going for You!'



Washington Window

Consumers to foot bill for breakup of Ma Bell

By Press Associates, Inc.

Consumers are likely to pay dearly for the breakup of the American Telephone & Telegraph Co. unless Congress and state agencies come up with needed protections.

Instead of the one-stop shopping possible under Ma Bell before divestiture, telephone users now must deal with different companies for local service, equipment and long distance service.

More than $10 billion in rate increases have been requested by local operating companies in over half the states and more are expected.

In addition, the Federal Communications Commission has proposed levying "access charges" for long distance service on telephone users.

According to various studies, such increases could double, triple or even quadruple local phone service rates in many areas. This would threaten the federal policy of universal telephone service set by Congress in the 1934 Communications Act.

A CBS/New York Times poll found that 50 percent of Americans over 64 years of age and 72 percent of those with low incomes believe they could not afford a phone if the cost doubled.

Double-talk from Ma

The reasons behind local phone increases are shrouded in confusion. The most repeated explanations, emanating from AT&T's and Bell companies' multi-million dollar public relations and lobbying campaigns, include a loss of so-called subsidies for local operating companies from equipment and long distance.

Before divestiture, the annual $25 billion cost of maintaining wires, poles and other equipment was shared by local and long distance callers. Broken down, the cost is $6.5 billion previously paid by a transfer of AT&T interstate long distance revenue to local companies, $5.4 billion from intrastate long distance charges and $13.1 billion from local customers.

U.S. District Court Judge Harold Greene's divestiture decision intended long distance companies, including AT&T, to pay access charges to local operating companies for use of local loops. These payments would in turn be incorporated into long distance rates as a legitimate part of costs, but ultimately long distance rates would be driven down by competition.

Business burden transferred

But the FCC stepped in with its proposal for a flat transfer of access charges from long distance companies to all phone users, including those who never make long distance calls.

The FCC argued that long distance rate decreases would almost make up for the access charges. But Communications Workers President Glenn Watts warned that the "winners will be big business" while "residential subscribers will be losers."

According to CWA, 4 percent of long distance users, namely corporations, generate 60 percent of long distance billing. Other studies found 50 percent of residential telephone subscribers make only nominal use of long distance and 15 percent make no use of the service at all.

Fortunately for consumers, the House passed a bill which would block the FCC's access charge rule. The Senate is expected to take up the issue early this year.

But Congress can do little to stop other local rate increases, which rest with state rate commissions. As one consumer leader noted, Bell companies are seeking rate increases which contain "their entire list of accumulated fantasies."

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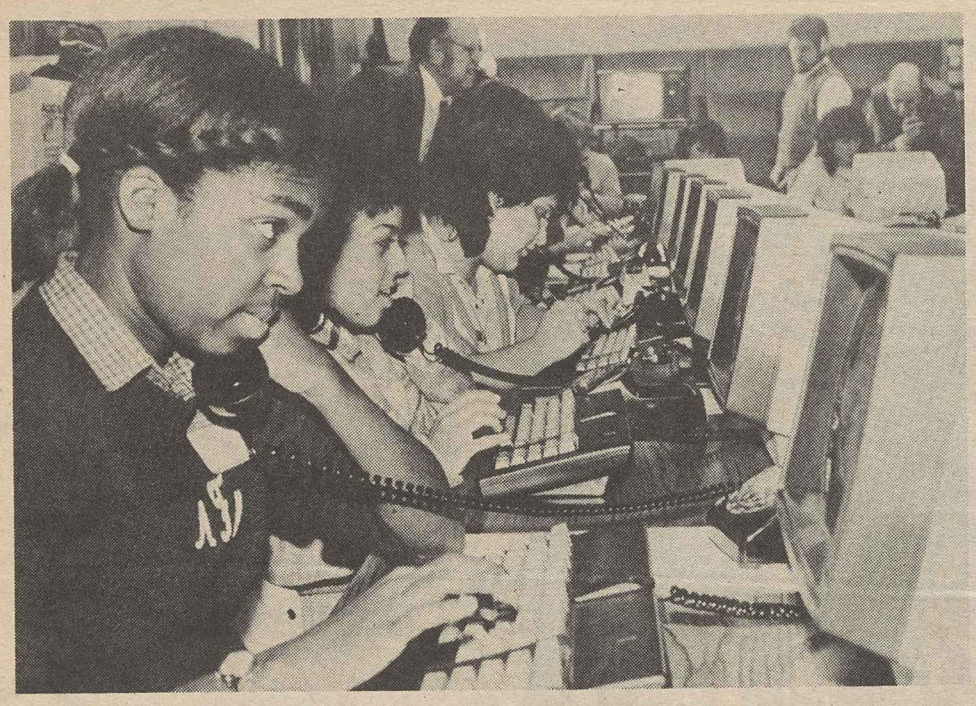

Good news in education

An election night computer bank providing voting information to television stations and run by public high school students in Schenectady, N.Y., is featured in the January edition of "Inside Your Schools," a monthly television program produced by the Teachers. The presentation, which looked at positive developments in education, is the fifth in the AFT series. The programs are seen on the Learning Channel, carried by 500 cable systems nationally, as well as a number of Public Broadcasting stations.

Wage protection rule changes delayed pending court action

The Labor Dept. has temporarily pulled back controversial new regulations that organized labor charged will gut the Service Contract Act if they take effect.

The department's deferral of the effective date of the regulations from Dec. 27 to Jan. 27 came on the heels of a lawsuit filed by the AFL-CIO and eight affiliates to stop the Reagan Administration from putting the changes in place.

The delay is part of an agreement by the parties to the suit to aid in getting an expedited decision. The U.S. District Court for the District of Columbia will hear the case Jan. 13.

Joining the federation in the suit are the AFL-CIO Building & Construction Trades Dept., Machinists, Electrical Workers, Laborers, Service Employees, Transport Workers, Carpenters and Seafarers. Each of the unions has members employed by private firms that have government contracts to provide services to federal agencies.

The AFL-CIO's request for an injunction to block the rule changes asserts that the new regulations demanded by the Reagan Administration violate the intent of the Service Contract Act and go beyond the Secretary of Labor's authority to implement laws passed by Congress.

If the Reagan Administration has its way, a wide range of wage protections for service workers—many already low-paid—would be reduced or cut entirely, the AFL-CIO said.

Although the rule changes were first formally proposed last Oct. 27, the Reagan Administration had indicated it would seek to cut back the protections of the SCA as early as 1981.

The AFL-CIO called the proposed new rules "wage-busting," and said any savings to the government realized from making it easier for contractors to use cheap wages to compete for contracts would only come out of the pockets of workers.

Weakening measure

Among the key changes opposed by organized labor is a provision that would weaken existing "successorship" rules. Those rules now bar a new firm that wins a service contract bid from paying lower wages than the workers employed by the predecessor contractor would have received under an existing collective bargaining agreement. The proposed new rule maintains that protection only if the work is performed in the same locality.

Coverage also would be cut back by excluding services performed under a multipurpose contract where the provision of services is not the primary element of that contract.

The Reagan Administration rules also would exempt certain types of services from coverage, including overhaul and repair work and contracts for maintenance and repair of high technology equipment when the service is provided by a company that also sells such equipment.

In copper strike

House panel assails Phelps Dodge tactics

The chairman of a congressional panel investigating the circumstances surrounding the strike of 13 unions against the Phelps Dodge Corp. charged the firm with deliberately "provoking and prolonging" the walkout.

In a statement announcing the preliminary conclusions of a probe by the House Subcommittee on Labor-Management Relations, Rep. William Clay (D-Mo.) accused the Arizona firm of engineering a strike that he said "has proven financially ruinous to the company and imposed unconscionable hardships on employees."

The strike by the union bargaining coalition began on July 1, 1983, and received national attention when Arizona Gov. Bruce Babbitt (D) called out the National Guard to escort scabs across picket lines.

Just before the expiration of the Phelps Dodge agreements with the 13 unions on June 30, the coalition had successfully negotiated new contracts with other copper firms. These called for a three-year freeze in wages while retaining cost-of-living adjustments and benefits.

Phelps Dodge, however, refused to go along with the industry pattern and insisted, instead, that in addition to the three-year wage freeze, the COL adjustment be eliminated, benefits cut, and a reduced salary structure be put in force for new hires. The panel observed:

"For a number of reasons, the terms put forward by Phelps Dodge were not ones that the unions could reasonably be expected to accept and Phelps Dodge's insistence upon those terms could not help but provoke a strike."

Unions in the coalition include the Steelworkers, Boilermakers & Blacksmiths, Carpenters, Chemical Workers, Electrical Workers, Machinists, Operating Engineers, Painters, Plumbers & Pipefitters, Railway Carmen, United Transportation Union, the Morenci-Clifton Metal Trades Council, and the unaffiliated Teamsters.

The Steelworkers, which leads the coalition bargaining, points out that the company has forced a strike in every round of contract negotiations since 1968.

No serious bargaining

Phelps Dodge has never seriously attempted to reach an agreement with the unions, the Clay subcommittee charged.

"One can only speculate as to whether the company's initial goal was to bust the unions. It is probable, however, that busting the unions is now the only objective that can justify the amount of money, energy and reputation, both personal and corporate, that has been expended in pursuit of the strike policy," it said.

As to why Phelps Dodge chose this time to challenge the unions, the subcommittee observed:

"The political climate, both nationally and locally, may have made it seem a propitious time to force a strike. President Reagan had recently not only successfully broken the air controllers' strike but also busted the union, and the chances of the Administration attempting to intercede on behalf of the workers were slim to none.

"Additionally, Arizona itself is a 'right-to-work' state, with a political atmosphere unlikely to be sympathetic to strikers."

Layoffs hurt

In addition to believing that the political climate was right, the subcommittee observed that the company had good reason to question the workers' financial ability to sustain a strike. Many of its workers had been on layoff status for lengthy periods and had accumulated debts.

After the strike began, Phelps Dodge began a rigid enforcement of credit and rent payment demands at company stores and company housing in the mining communities of Ajo and Morenci.

"Phelps Dodge, in attempting to force its will, has used its tremendous financial hold over the communities as a powerful weapon," the Clay panel observed.

3 states contest toxic chemical disclosure rule

Continued from Page 1

that the Reagan Administration sought to reverse when it issued its watered-down hazard communication rule that specifically asserts pre-emption over the state laws.

While the pre-emption clause will reduce protections for workers in the 14 states with right-to-know laws, the federal rule as a whole would provide little protection to workers.

Margaret Seminario, AFL-CIO safety and health specialist, noted that more than 60 million workers would be denied the right to know what toxic chemicals or materials they are using on the job.

Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, scored the federal rule's protection of manufacturer's trade secrets at the expense of workers. Under the regulation, trade secret information could only be made available to medical personnel in an emergency—after a worker has been injured. And even then, there are a number of stipulations and regulations to which the medical personnel must adhere.

The hazard communication standard is scheduled to go into effect in November 1985.

Recovery pace flattens amid uncertain signals

Recovery from the Reagan Recession of 1981-82 remains spotty, and appears to have settled back to modest gains amid signs of uncertainty.

Interest rates remain high, as does unemployment. Early data on fourth-quarter 1983 economic growth show a slower pace than expected. The government's sensitive index of leading economic indicators fell in November for the first time in 15 months. And more banks failed last year than in over four decades.

Meanwhile, an unsettling report from the Labor Dept., showed an increase of 28,000, to 413,000, in the number of first-time claims for unemployment insurance benefits filed in the week just before Christmas.

It was the highest single-week filing total since the week ended Nov. 19, when 435,000 applications were placed.

The Commerce Dept. reported that its "flash," or early, estimate of real gross national product in the last three months of last year indicated a gain of 4.5 percent at an annual rate, well below the 6-7 percent growth predicted by government economists. Real, or inflation-adjusted, GNP grew at a 7.6 percent annual rate in the July-October quarter.

Deterioration of the nation's trade balance seems to have been the primary reason for the slower-than-expected growth.

Trade deficit

In a separate report, Commerce reported that the nation ran up another unusually high deficit in its foreign trade account in November—$7.4 billion. The month's red ink brought the United States trade deficit this year through November to a record $62.9 billion.

In releasing the November data, the department suggested that the U.S. trade deficit for the full year may top $70 billion. In 1982, the trade deficit was $42.7 billion.

Meanwhile, the Federal Deposit Insurance Corp., said that 48 banks failed last year—a half-dozen more than collapsed in the previous year and the highest rate since the Great Depression. The government agency attributed the high level of bank failures to sharply fluctuating interest rates in recent years and the 1981-82 recession.

The composite index of 10 leading economic indicators fell four-tenths of 1 percent during November, the first decline since August 1982.

The indicator that contributed most to the decline was vendor performance, which measures the percentage of purchasing agents reporting slower deliveries. More worrisome was a decline in plant and equipment contracts and orders.

Other negative indicators were the average workweek, average weekly initial claims for state unemployment insurance, net business formation, changes in sensitive materials prices, and stock prices.

Rising indicators were manufacturers' new orders for consumer goods and materials, building permits, and the money supply.

In other economic reports, the Bureau of Labor Statistics said that prices as measured by the agency's consumer price index rose a slight one-tenth of 1 percent in November as a result of lower energy and housing costs and stable food prices.

Even this slight rise in prices, however, when coupled with a reduction in average weekly hours and earnings, pushed down real wages by six-tenths of 1 percent. Real earnings over the year rose 2.8 percent.

Gasoline prices

Gasoline prices fell eight-tenths of 1 percent in November, the second monthly drop in a row, after rising sharply from April through September.

Home heating oil prices dropped eight-tenths of 1 percent over the month while natural gas prices fell 1 percent. Electricity prices were up sharply, however.

Grocery store food prices edged down one-tenth of 1 percent largely because of lower prices for fruits and vegetables, meats, poultry, fish and eggs.

Central America panel sets human rights goal

By James M. Shevis

Observance of human rights and democratic principles should be a condition of increased economic and military aid to Central America, including strife-ridden El Salvador, the National Bipartisan Commission on Central America declared.

AFL-CIO President Lane Kirkland, one of the 12 commission members, said the panel's recommendations have the federation's support. The recommendations offer "a practical, comprehensive program to bring security and economic progress to that important region," he said.

"Progress in human rights and democratization must be achieved as a condition for continued American assistance," Kirkland stressed.

The commission, headed by former Sec. of State Henry A. Kissinger, has worked since last July to reach basic agreement that expanded American assistance to the region must be accompanied by the development and strengthening of democratic institutions, Kirkland said.

Its proposals would amount to a "new deal" for Central America, Kirkland said. "The AFL-CIO will support the commission's program."

In a 132-page report, the commission called for free elections, free trade unions, strong and independent judicial systems, higher standards of living, and more equitable distribution of income and wealth—particularly the ownership of land—in the region.

The report, which went to President Reagan on Jan. 11, closely parallels American labor's recommendations for protection of workers' rights—as well as U.S. interests—in Central America.

Overall, the report recommends a five-year, $8-billion economic aid program to Central America, with one-fourth of the total aid to be channeled through a new Central American Development Organization (CADO).

Membership in CADO would be initially limited to the seven countries of Central America—Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and Panama—and to the United States. The organization would be chaired by an American with an executive secretary from Central America.

CADO's operating body, in which each member country would be represented, would monitor progress made in each Central American country toward economic, political, and social objectives as well as make recommendations on the allocation of economic resources.

Largely a private sector undertaking,

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MEMO FROM COPE
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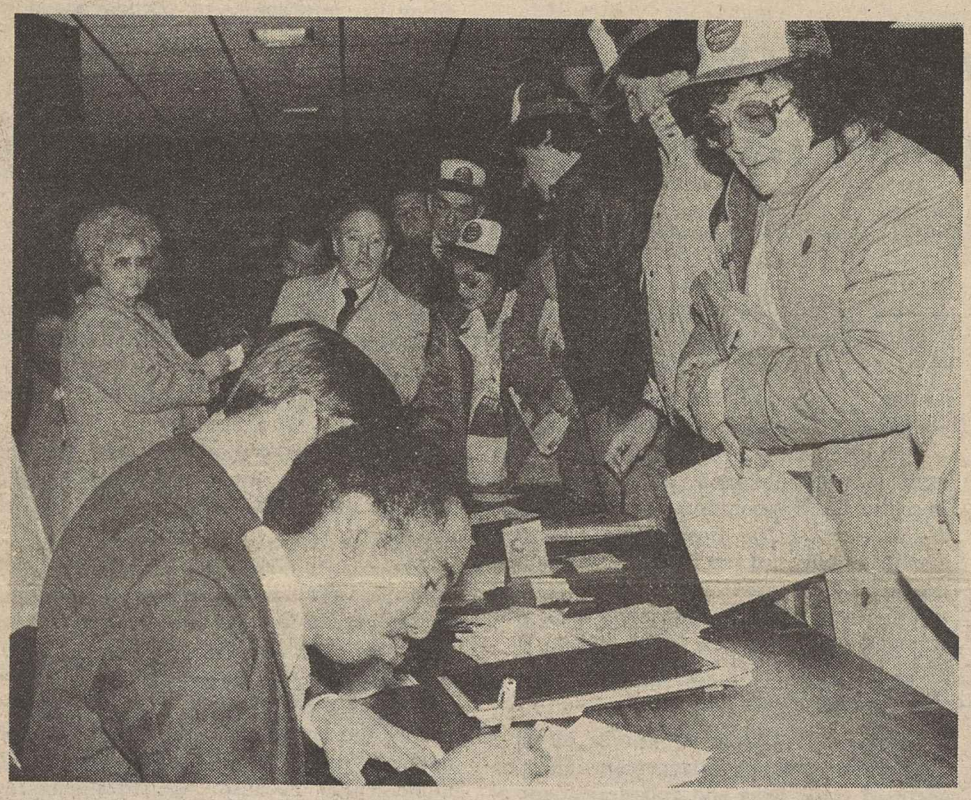

Delegate selection

Members of AFL-CIO affiliates sign in at a Democratic Party caucus in Manchester, N.H., to elect labor delegates for Walter Mondale to the Democratic Convention in July. The caucuses were the first step in the state's delegate selection process, that will continue after its Feb. 28 primary. (Story, Page 5.)

Reagan budget ax sharpened for new slash at safety net

By David L. Perlman

The Reagan Administration is sharpening its budget ax for a new round of cuts in safety-net programs for the poor and will ask Congress to reshape the Medicare program so that most elderly Americans will pay a bigger share of their health care costs.

Preliminary budget documents that have circulated on Capitol Hill point in the same direction that President Reagan took in his three previous budget proposals. They look to further substantial increases in defense spending and a further shrinkage of social programs.

Under the most optimistic economic assumptions, Office of Management & Budget Director David Stockman has projected a $185 billion deficit for fiscal 1985, the budget year that will begin on Oct. 1, 1984. That's just about the same as the deficit anticipated for the current fiscal year.

With a less rosy projection of economic growth and interest rates, Stockman estimates that carrying out all of the Administration's proposals would bring the fiscal 1985 deficit close to $200 billion. And under both projections, the annual deficits will continue to climb over the next several years unless tax revenues are increased.

A pattern of huge deficits, consuming a gluttonous share of federal revenues merely to pay the interest, is the legacy of three successive years of tax cuts that have been heavily tilted to benefit corporations and wealthy individuals.

Chopping social programs

The tentative Reagan budget, which is subject to change before it is submitted to Congress at the end of January, projects an 11 percent cut from current services spending for Aid to Families with Dependent Children, the primary welfare program, and other "major social service programs."

Other cutback targets include maternal and child health care and job training. Some of the budget savings and revenue estimates are based on the assumption that Congress will adopt presidential proposals that it rejected or ignored last year.

One such repeat proposal would require workers to pay income tax on the value of employer-paid health insurance premiums above a specified level. That's supposed to "encourage" workers, employers and unions to look for cheaper health care options.

Bert Seidman, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said both this proposal and the new Medicare revisions that will apparently be sought by the Administration seek to substitute cheaper "catastrophic insurance" for basic health care.

The Medicare shift would make the elderly pay more for health services in illnesses requiring less than two months of hospitalization. In return, they would be fully covered—at less total cost to the Medicare fund—for catastrophic illnesses of longer duration.

Seidman said the AFL-CIO will call on Congress to reject such a switch, which he said would distort the entire concept of Medicare.

The solution to rising health care costs is reform of the health delivery system, Seidman said, not a retreat to pre-Medicare days when health costs drained the modest incomes and savings of the elderly.

Continued on Page 3

OCAW pacts set pattern in oil industry bargaining

Denver—The Oil, Chemical & Atomic Workers reached tentative agreements with Gulf Oil Corp. and Ashland Oil Co., and continued negotiations with other major oil companies even though old contracts had expired.

The Gulf settlement was approved by the union's National Oil Bargaining Policy Committee on Jan. 10, and became the standard for a national pattern. The Gulf offer was matched later the same day by Ashland.

The union served notice it would strike Atlantic Richfield Co. after ARCO refused to apply the pattern pay increases to all job classifications. OCAW President Joseph Misbrener said ARCO had also insisted on unacceptable craft consolidation and flexibility revisions.

Misbrener, who has sole authority under the union's bargaining policy for calling a strike, said the walkout would begin at noon on Jan. 13, unless a settlement were reached beforehand.

The Gulf and Ashland agreements, which must receive formal approval by OCAW rank-and-file members, provide for wage increases of 20 cents an hour in the first year and 35 cents in the second.

Company contributions toward family health care coverage would raise by $15 over the contract term.

Half a dozen different companies have submitted offers but all have included unacceptable variations from the Gulf pattern, Misbrener said. Even though extended contracts have expired, workers will remain on the job without contracts while talks continue, he added.

The major issues in the industry negotiations are wages and health insurance. OCAW represents 50,000 oil company employees nationwide under 331 contracts with about 85 companies.

Children found chief victims of cut in programs

By Susan Dunlop

More American children are in poverty than ever before and the Children's Defense Fund lays the blame squarely on the doorstep of the Reagan Administration's budget cuts in human programs.

Its report, "American Children in Poverty," points out that 13.1 million children lived in poverty in 1982, or 31 percent more than in 1979, according to U.S. Census Bureau data.

Because of the economic recession and "unjust Reagan budget cuts and economic policies," CDF said, "American children are more likely today to suffer death and sickness, hunger and cold, abuse and neglect and to be left alone without adequate child care than three years ago."

They are also much less likely, CDF said, to be born with adequate prenatal care, to be immunized, to have access to preventive health and dental care or to be helped by special education aid for the disadvantaged.

The study found an "alarming nationwide erosion" in prenatal care for pregnant women, and pointed out that babies

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1/14/84

Cleary heads New York fed, Corbett retires

New York — Raymond R. Corbett stepped down as president of the million-member New York State AFL-CIO, and the state federation's executive council elected Edward J. Cleary to serve out his term.

Corbett, 68, has been president of the state federation since 1962 and previously had served as its legislative chairman. A member of the Iron Workers since 1939, Corbett remains the secretary-treasurer and business manager of the union's Local 40 in New York City.

Over the years, Corbett has served on a number of public commissions and as a trustee of Cornell University.

Cleary, 53, is a member of the Electrical Workers and for the past 10 years has been secretary-treasurer of both the city and state Building & Construction Trades Councils. Before that, he had been president of IBEW Local 3.

Cleary, who was unopposed, will serve out a term that runs until the State AFL-CIO convention next August.

The executive council has designated Corbett president-emeritus and Sec.-Treas. E. Howard Molisani said in a tribute that Corbett had made "an indelible imprint" on the New York labor movement during his 21-year tenure.

Cleary said his goal is to fully unify private-sector and public-sector unions in the state so that labor will speak with one voice in dealings with the legislature and the governor.

An immediate priority, he said, will be registration and turnout of union members for the Apr. 3 presidential primary and for the election of the slate supporting Walter F. Mondale.

IAM, TWU ratify Eastern Airlines stock-for-pay pact

Miami — Members of the Machinists and Transport Workers voted overwhelmingly for a new contract with Eastern Airlines that will give employees ownership of 25 percent of the company in exchange for wage deferrals.

The 13,500 IAM mechanics, baggage handlers and other ground personnel voted by a 70 percent margin to ratify the agreement, and it was approved 2,410 to 320 by the flight attendants represented by TWU.

The Air Line Pilots, also a party to the tentative settlement reached last December, are expected to vote on the contract in late January.

Under the contract, the IAM and TWU members will forego 18 percent of their pay this year. The money will be put into an investment program to purchase 12 million shares of Eastern's common stock and about 3 million shares of a new issue of preferred stock to be credited to employees based on the amount of wages deferred. Eastern's 16,500 non-union employees agreed to a similar package, and the pilots' agreement calls for a 22 percent deferral.

Eastern, which has lost money for several years, sought new agreements with the unions on the grounds that it needed concessions to keep flying. The company had threatened to declare bankruptcy if workers did not agree to a deep wage cut, but later pulled back on its demands and began bargaining.

Other key features of the settlement give the unions a voice in Eastern's business planning, including two seats on the airline's 18-member board of directors. ALPA and the nonbargaining unit employees already hold one seat each on the board.

Although the wage deferral plan lasts for one year, the unions stressed that the board representation and participation in Eastern's planning and policy-making will be permanent.

Goin' union

Liberty, Tex.—Workers at the Golden Charm Nursing Center here voted 34 to 1 for representation by the Service Employees, marking the fifth time in less than three months employees of Texas nursing homes owned by Beverly Enterprises, Inc., have voted for the SEIU.

Beverly is the nation's largest owner and operator of nursing homes with over 800 facilities in 41 states.

The election on Jan. 4 came two weeks after employees at Beverly's Liberty Nursing Center voted by a 2-to-1 margin for the SEIU as their bargaining agent. Workers at three other Beverly facilities in Texas voted for SEIU representation in elections held last October and November.

Stuart Acuff, an SEIU organizer in Texas, said the election at the Golden Charm facility "is the largest winning margin of any union vote among Beverly employees anywhere in the country."

He pointed out that the five votes for SEIU in a row prove that workers at Beverly homes in the state will vote for union representation "which we believe the company did not think was likely."

A nationwide campaign to help employees at Beverly Enterprises facilities organize unions was launched jointly early in 1983 by the SEIU and the Food & Commercial Workers.

SEIU's organizing drive at Beverly homes in Texas is being aided by the AFL-CIO's Houston Organizing Project.

SEIU and the UFCW were victorious in 24 of 36 elections held in 1983 in their joint Beverly campaign.

USWA asks commitment to industry modernization

The Steelworkers called for a national steel policy based on an industry commitment to modernization.

USWA Acting President Lynn R. Williams, addressing the newly resurrected Steel Advisory Committee of which he is a member, cited aid to long-term jobless workers, enforcement of trade laws, new methods of generating investment capital and efforts to gain an enforceable global policy on steel production as keys to a responsible policy for the industry.

The USWA was critical of the long hatius between the report of the first Steel Tripartite Advisory Committee and the commencement of the second advisory group.

The committee "should not be convened just at the peaks of crises," the union said, adding there should be no "euphoria" about the so-called recovery, because "it has not come to the steel industry."

USWA noted that since President Reagan disbanded the first advisory committee, the industry and its workers have "sustained serious injury," with utilization of steel capacity dropping as low as 34 percent in December of 1982 and to about 55 percent for the first 10 months of 1983. More than 100,000 workers—one quarter of the industry—were reported by the government in November as still on layoff.

The union charged that the absence of an advisory committee during this period meant the industry and its workers were unable to present a coordinated response.

While government aided efforts to gain stability in steel imports from European and Japanese firms, the growth of imports from developing Third World nations jumped, Williams pointed out. As recently as 1981, Third World steel accounted for only 20 percent of all imported steel. Now that share is nearly 40 percent, he noted.

The tripartite, 24-member advisory committee is the "proper vehicle for evolving a national policy for steel," the USWA held. However, such a policy should be based on "a firm commitment by the industry to invest in the modernization of steel facilities. This linkage between policy and modernization must be the common bond upon which labor, management and government cooperation is based."

Trade laws

Williams urged the committee to set a short-term goal of government enforcement of trade laws and encouragement of import restraints "on the part of our steel trading partners." Long-term efforts should be geared to gaining "enforceable global rules governing international steel."

Financing for modernization "should include some socially responsible method for generating investment capital," Williams suggested, noting that while steel companies can generate some capital, supplemental sources of investment capital should be investigated by the committee including "further use of the tax code or some form of public financing, including proposals of an industrial development bank," a proposal which is on labor's priority list as part of a national reindustrialization package.

Tax reforms top proposals by Democrats

A national caucus of prominent Democrats has proposed a package of major tax reforms as an essential first step to reduce federal deficits and set the stage for a lasting economic recovery.

The 90-page package of recommendations, described as "a Democratic blueprint for our nation's future," calls for a four-year program of deficit reductions to achieve the goal of matching "government revenues when the economy is at full employment with government expenditures."

It asks a major restructuring and simplification of the tax system that would do away with many of the tax preferences and tax avoidance schemes which, the study concludes, "make no economic sense."

Beyond tax reforms, it proposes a careful trimming back of both defense spending and so-called "entitlement programs," citing the importance of putting available federal funds to the most productive use.

"Until real progress is made toward shrinking the deficit, we must not add to the outlays in one part of the federal budget without either subtracting from others or raising taxes to cover the new expenditures," the report urges.

New partnership

This fiscal responsibility theme is coupled with a call for "a new partnership for economic growth that enlists business, labor, government and the academic community" to make American industry more competitive.

"After plunging the nation into a deficit crisis, President Reagan refuses to take part in efforts to solve it," the report charges.

The report notes that the Democratic-controlled House and the Republican-controlled Senate had reached a budget compromise last year that, while not fully satisfactory, "did begin the process of reducing the deficit."

But the agreement, which called for new sources of tax revenue, was never implemented because "the President refused to enter into the compromise."

The report suggested Reagan "begin serious negotiations" with Congress on "a bipartisan plan to reduce the massive and dangerous federal deficits we face."

Sponsoring the task forces that drew up the various sections of the report was the National House Democratic Caucus. It is composed of 73 House members chosen to make up an ideological and geographical cross-section and 80 private members with a broad range of expertise and interests. The co-chairmen are Rep. Gillis W. Long (D-La.), chairman of the House Democratic Caucus, and Robert S. Strauss, a former chairman of the Democratic National Committee.

Joblessness dips but has 'a way to go'

The nation's jobless rate fell two-tenths of 1 percent to 8.2 percent last month, but for millions of Americans unemployment was a stark reality.

While the decline was seen by the AFL-CIO as "a welcome sign," the federation noted that joblessness remained widespread.

The government's official unemployment count does not factor in "discouraged" workers—those who have given up looking for nonexistent jobs—nor those who are working part-time because they cannot find full-time employment.

Federation economists pointed out that if the 1.5 million discouraged workers and half the 5.7 million part-time workers were counted, the jobless rate would be 12 percent, or 13.6 million people out of work.

"There is still a long way to go to reduce unemployment to the 5.8 percent level of 1979," AFL-CIO Research Director Rudy Oswald stressed.

The Bureau of Labor Statistics reported that the average rate of unemployment in 1983 was almost as high as in 1982—9.6 percent as compared with 9.7 percent. Both rates were substantially higher than those for 1981 and 1980 when they were 7.6 and 7.1 percent, respectively.

While the past year's improvement in the job situation was good news, Oswald noted that there is a big difference in the two Labor Dept. sampling surveys.

Conflicting surveys

As measured by the monthly survey of households, civilian employment rose by 335,000 people to 102.9 million in December. A separate survey of nonfarm payrolls showed an employment increase of 231,000 over the month, significantly less than the household survey.

Over the past 12 months, the household survey has shown employment up by 4 million, while the establishment survey has shown an increase of only 3 million. The difference amounts to almost a percentage point variation in the jobless rate, Oswald observed.

The bad news in the government's report on unemployment was that joblessness among black workers hit 17.8 percent, up from 17.7 percent in November.

The December drop in the jobless rate was the result of the gain in employment and relatively sluggish growth in the labor force. The labor force, which includes all those who are working or seeking work, grew by only 104,000 to 113.8 million, BLS said.

Except for black workers, unemployment improved in December for all groups of workers. The jobless rate for adult men dropped from 7.8 percent to 7.4 percent, a substantial improvement from the 10 percent unemployment rate of a year ago. The rate for teenagers, at 20.1 percent last month, was down from 24.3 percent a year earlier.

The 8.2 percent jobless rate was the best since December 1981, but still a full percentage point higher than the 7.2 percent of July 1981 when the Reagan Recession got under way.

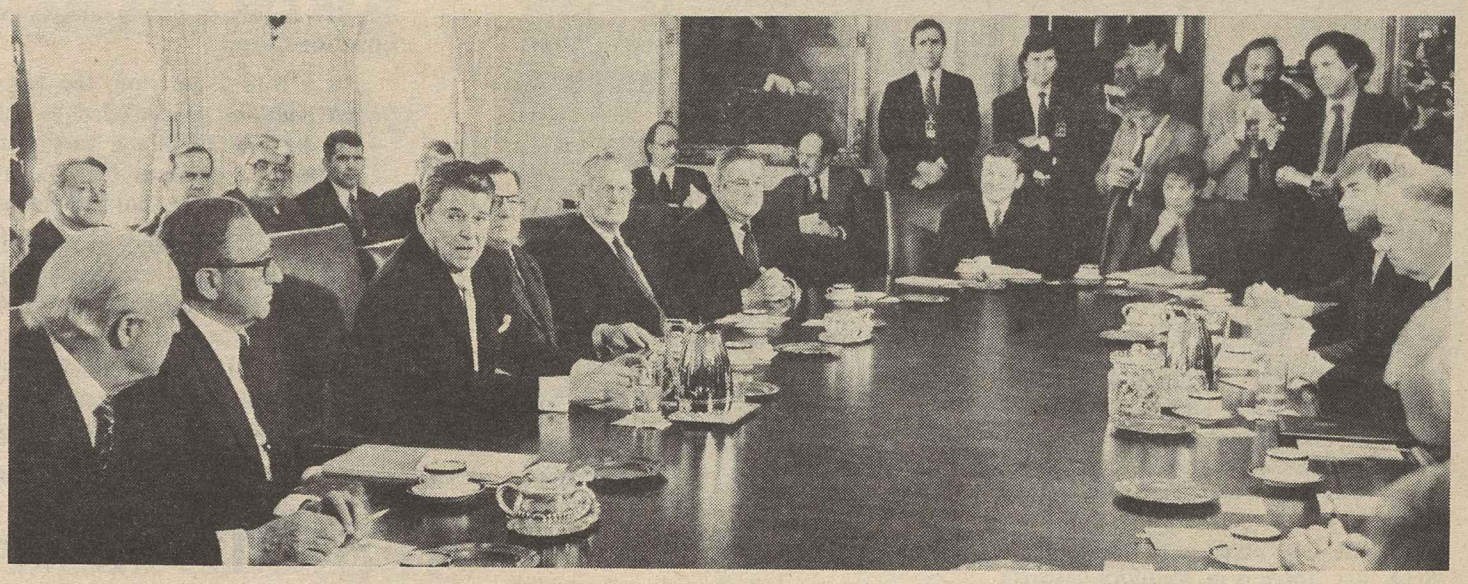
Central America panel sets rights goal

Continued from Page 1

CADO would be structured along the tripartite pattern of the International Labor Organization. Each country's delegation would include representatives of a democratic trade union movement, the business community and/or the government.

The organization's task would be to promote establishment of a Central American common market and to encourage assistance to the region from West European nations, Canada, Japan and other Latin American countries in much the same way the foreign ministers of the so-called Contadora group of nations—Venezuela, Mexico, Panama and Colombia—have sought solutions to the region's problems over the past year, the report said.

CADO would be formally established at a summit meeting of the leaders of the participating countries, with the signing of a charter embodying a commitment to political pluralism, free elections, mutual security, human resource development, preservation of peace, and establishment and maintenance of sound economic growth policies.



President Reagan confers with the commission on Central America at White House.

Kirkland's key role

Press reports of the commission's deliberations cited Kirkland's significant contribution. The Wall Street Journal said "several members say Mr. Kirkland played a central role" because of the respect other members had for him, and Newsweek magazine summed it up from an unnamed commission member: "Kirkland was like E. F. Hutton. When he talked, people listened."

Among its other major recommendations, the Kissinger commission provides a clear role for the region's free trade unions in the development of democratic institutions and processes.

"The importance of unions, which represent millions of rural and urban workers, has been firmly established," the commission's report observes.

"They have been not only an economic force, but a political one as well, opposing arbitrary rule and promoting democratic values. Labor unions will continue to have an important part to play in political development, as well as in improving the social and economic well-being of working men and women.

"Assuring an equitable distribution of economic benefits will require both job-oriented development strategies and trade unions to protect workers' rights."

On El Salvador, where two AFL-CIO staff members were killed by right-wing death squads three years ago, the commission recommended more military aid to the Magana government to combat leftist guerrillas.

"Were military aid to be cut off, it would open the way for the triumph of the guerrillas, an eventuality that no one concerned about the well-being of the Salvadoran people can accept with equanimity," the commission said. "Such a development would be unacceptable from the standpoint of both human rights and security."

But the commission made it clear that further military aid to that country would be contingent on basic social, political, and judicial reforms as well as observance of fundamental human rights and the nurturing of other democratic ideals.

"The United States has a right to demand certain minimum standards of respect for human rights as a condition for providing military aid to any country," the commission added.

"With respect to El Salvador, military aid should, through legislation requiring periodic reports, be made contingent upon demonstrated progress toward free elections, freedom of association, the establishment of the rule of law and an effective judicial system, and the termination of the activities of the so-called death squads, as well as vigorous action against those guilty of crimes and the prosecution to the extent possible of past offenders. These conditions should be seriously enforced."

The commission held the same policy should apply to Guatemala, where the existing human rights situation is "unacceptable" and the security situation is potentially "critical."

Prosecutions pressed

The commission called for prosecution of past offenders in El Salvador, where Michael Hammer and Mark Pearlman of the AFL-CIO's American Institute for Free Labor Development were murderd in 1981. They were assigned to El Salvador to assist in carrying out the government's land distribution program. Their killers have been identified but not brought to justice because of El Salvador's cumbersome and corrupt judicial system.

AIFLD Exec. Dir. William C. Doherty, Jr., said that tieing aid to prosecution of the killers was crucial. He praised the panel for insisting on the conditionality.

In accepting the commission's report, Reagan thanked Kirkland for his participation.

"We have a consensus recognition of the urgent nature and complexity of the crisis in Central America. . . . It is time for us to go to work and set forward a program that will achieve the goals that members of this commission have set forth," Reagan said.

Divided NLRB revamps rule on 'work time' soliciting ban

In a ruling fraught with verbal murkiness and semantic ambiguity, a divided National Labor Relations Board held that employer bans on solicitation—including union organizing efforts—during "working time" are valid but that bans on solicitation during "working hours" are invalid.

What it all comes down to is the difference in the two phrases, "working time" and "working hours."

In a 1981 decision, the NLRB ruled that both terms are equally ambiguous and that their use in employer work rules on solicitation and distribution—without further clarification that employees are free to solicit during breaktime and other nonworking time—were presumptively invalid.

The new ruling by Chairman Donald L. Dotson and Members Robert P. Hunter and Patricia Diaz Dennis overturns the 1981 decision.

Majority opinion

"We are merely returning to the long-held standard that rules banning solicitation during working time state with sufficient clarity that employees may solicit on their own time," the NLRB majority contended.

However, the consequences of the latest decision are likely to obfuscate further—rather than clarify—just when union organizers may solicit and distribute authorization cards among workers at a workplace. As Member Don A. Zimmerman put it in a dissenting opinion, ambiquity is likely to remain in the minds of workers and to interfere with and restrict the full exercise of their rights to form unions under federal labor law.

The case was initiated in 1980 by the Firemen & Oilers against Our Way, Inc., of Atlanta. The union had charged that the firm's work rule banning "soliciting, collecting or selling for any purpose during the working time of the soliciting employee or the working time of the employee being solicited" violated the 1981 decision.

An NLRB administrative law judge ruled in the union's favor, relying on the standard set in 1981.

In rejecting its administrative law judge's finding that Our Way's no-solicitation rule, as written, was unlawful, the board said that the 1981 decision "was an unnecessary departure from longstanding precedent and has served primarily to cause unjustified confusion and a string of nonproductive litigation."

Ambiguous rules

In his dissent, Zimmerman emphasized that "The only issue in dispute between the majority and me is whether respondent's rules, as published, are so broad and ambiguous that they fail to convey to employees the periods during the workday when they may legitimately engage in solicitation and distribution activities, or indeed that they improperly convey to employees that they are not permitted to engage in such activities during certain nonwork periods of the workday."

While overturning the 1981 decision, the board majority agreed with the administrative law judge and with Zimmerman that Our Way violated federal labor law in enforcing its no-solicitation rule, and applying it to workers' free time as well as work time and to ban only union solicitation.

The board found that the firm violated federal law by firing employee Betty Skidmore in August 1980 for distributing union authorization cards during breaktime. It ordered the employer to offer her job reinstatement, and to pay her back pay with interest.

Budget ax poised for new cutback

Continued from Page 1

Catastrophic insurance should supplement, not replace, basic health coverage, he stressed.

The Reagan budget also projects further cuts in Medicaid coverage for low-income households, continuing the pattern of recent years. Many of the working poor, families hovering near the poverty level despite having jobs, have been cut from the eligibility rolls.

During the first two years of the Reagan Administration, Congress came close to rubber-stamping Administration budget proposals. This year, after Democratic election gains in the House, Congress took a more independent course in shaping its budget ceilings, holding military spending increases below the President's request and providing somewhat more adequately for the domestic sector.

Supreme Court hears case involving dues rebate claim

A "right-to-work" challenge to enforcement of an agency shop agreement negotiated under the Railway Labor Act was argued before the Supreme Court in a case involving conflicting interpretations of earlier high court decisions.

At issue is the magnitude of the rebate that can be claimed by a worker who is obligated to pay union dues or the equivalent agency shop fee under a union security agreement authorized by Congress for the railroad and airline industries or by comparable state laws covering groups of public sector workers.

As union attorneys read the Supreme Court precedents, a rebate may be claimed only for the portion of a dues payment that is used to further political or ideological purposes to which the employee objects and which are not related to the union's representation role.

In the case that reached the Supreme Court, a group of Western Airlines employees who then were represented by the Railway & Airline Clerks claimed that the refund right should cover all union expenditures not directly applied to the cost of negotiations and contract administration within the bargaining unit.

Their lawsuit was funded by the National Right to Work Legal Defense Foundation, an arm of the employer-aided organization that seeks to outlaw all forms of union security.

In the Supreme Court oral argument and in a legal brief for BRAC, labor attorney Laurence Gold backed the position taken by the 9th U.S. Circuit Court of Appeals—that the union expenditures challenged in the suit were "germane to the union's work in the realm of collective bargaining."

Rebate reasoning

The "right-to-work" suit had sought rebates for such diverse union functions as the cost of the union's national convention, BRAC publications, organizing expenses and even such items as coffee and doughnuts served at union meetings. Nonunion members shouldn't have to help pay the cost of union efforts to organize other workers, the attorney for the plaintiffs argued.

In a brief supporting BRAC's position, the AFL-CIO noted that Congress had given full consideration to the rights of workers who would be covered by the Railway Labor Act's union security authorization to assure that their basic First Amendment rights of free speech are protected.

But the industrial peace objective of the law could not be achieved, the federation contended, if workers covered by the union shop could choose not to pay their share of the bulk of expenses incurred by the union.

Employer immunity

OSHA scored on plan to abolish inspections

By Arlee Green

The AFL-CIO and several affiliates charged that a proposed federal job safety regulation that would exempt employers from general schedule inspections because of their participation in state consultation programs is illegal.

The Occupational Safety & Health Administration proposal is based on an experimental program conducted in Alabama, Florida, Georgia, Mississippi, Arkansas, Oklahoma and Texas since July 1982.

The AFL-CIO noted in its comments to OSHA that "there is no statutory basis for the proposed regulation to exempt employers" from inspections for their participation in the consultation program.

Margaret Seminario, associate director of the Dept. of Occupational Safety, Health & Social Security, pointed out that when Congress set up the consultation program in 1974, it specified that the consultations could complement, but not replace, inspections.

The AFL-CIO charged that the proposed revisions "flout Congress's intent." Congress has "repeatedly shown its recognition that categorical exemption of employers from inspections under the Act must be accomplished, if at all, by legislative action," the federation said.

Under the proposal, OSHA would not inspect employers who "receive a comprehensive consultative visit, correct all serious hazards identified, post a notice to employees of hazards corrected, and establish an effective safety and health program."

The Paperworkers, Steelworkers and Oil, Chemical & Atomic Workers expressed misgivings about the lack of participation permitted for workers or their representatives.

Seminario, in underscoring labor's concern, said full worker participation "must be provided by the regulations for any consultative visits conducted under the Act to be meaningful."

Noting that employers only have to abate "serious" violations in order to qualify for exemption, Seminario urged the same requirements be placed on those in the consultative program as those under enforcement inspections—abatement of all violations.

She also called for upgrading qualifications for state consultants in the program, pointing out that "consultants in many states are inexperienced and have no background or training in occupational safety and health."

Authority lacking

Suzanne J. Kossan, industrial hygienist for the unaffiliated Teamsters, stressed that OSHA has "no authority" under the act to grant immunity from a regularly scheduled inspection to employers participating in the consultative program.

She cited the union's experience with the experimental exemption program in Florida, where Tropicana Products, Inc., was granted an inspection exemption last September two days after a worker was killed on the job.

An OSHA inspection revealed "several violative conditions" for which the company was cited and fined. Kossan pointed out the nature of these conditions were such "that they should have been found by state consultants."

Kossan questioned the granting of an exemption to an employer who had just experienced a work-related fatality for which the employer was deemed responsible, an employer whose lost workdays due to injury rate is nearly double the national average and whose occupational fatality rate is 20 times that of other businesses in their high hazard industry classification.

Court voids ban on sale, closing of Chrysler units

Hartford, Wis.—The jobs of 300 Allied Industrial Workers at two Chrysler Marine Division plants have been jeopardized by a federal court ruling upholding union-busting tactics in the sale of the facilities.

The 7th U.S. Circuit Court of Appeals in Chicago overturned an injunction handed down by a Wisconsin federal district court that would have stopped Chrysler Corp. from selling its outboard motor plants here and in Beaver Dam, Wis., to Bayliner Marine Corp. of Arlington, Wash., a non-union company. Bayliner's deal with Chrysler required both plants to be shut down and all employees fired.

Bayliner said it planned to re-open the plants later with new employees, but refused to guarantee jobs to present workers.

AIW Local 879 asked the court to block the sale, pointing out that its contract with Chrysler required at least six months notice of plant closings.

But the higher court disagreed that the shut down would cause "irreparable harm" to workers and said that other legal means —such as arbitration—could be used by the workers to settle grievances if harm was done.

At a rally in Hartford to draw public attention to what was being done to the workers, AIW Region 9 Director Robert Johnson, branded the company's move "morally wrong."

He noted that the average seniority of the workers at the Chrysler plants was 20 years, and called it "ridiculous" for Bayliner to contend that it needed new workers to produce the motors.

Silkwood award restored

The Supreme Court reinstated a $10 million negligence award won by the family of union safety representative Karen Silkwood against Kerr-McGee Corp.

In a 5-to-4 decision, the high court ruled that Silkwood's three teenaged children are entitled to the punitive damages awarded to them in 1979 by an Oklahoma jury, but later overturned by a federal appeals court on the grounds that the award interfered with the federal government's authority to control the nuclear power industry.

Silkwood, a member of the Oil, Chemical & Atomic Workers, was killed in 1974 in a suspicious auto crash on her way to give evidence of Kerr-McGee safety violations to an OCAW representative and a New York Times reporter. Nine days before her death, Silkwood had been severely contaminated by exposure to plutonium.

A feature film about her life and the circumstances of her death opened in major theaters in January. Silkwood is played by Meryl Streep.

AFSCME instructs women on spotting sexual wage bias

The State, County & Municipal Employees launched a nationwide educational campaign to alert working women to their legal right to fight sex-based wage discrimination.

As part of the program, AFSCME released a new pamphlet containing a checklist women can use to determine if their employers are practicing wage bias, or if they are paying men and women equally for jobs of comparable worth.

AFSCME's booklet, titled "You've Come a Long Way—Maybe: A Working Woman's Guide to Pay Equity," outlines methods workers can use to do pay equity studies of their own workplaces. The guide also suggests strategies workers can follow to correct inequities, and it stresses that a top priority should be joining a union.

The union said a key part of the program is alerting workers to the implications of the landmark pay equity suit AFSCME won last year in Washington state.

In that case, a federal judge ruled that the state had violated the Civil Rights Act by setting pay for jobs traditionally held mostly by women lower than rates paid in predominantly male jobs, even though the work required comparable levels of skill and experience. AFSCME, which filed the suit on behalf of some 15,000 state employees — 95 percent of them women—said the workers stand to receive more than $500 million in back pay as a result of the decision.

Court victory

Diana Rock, AFSCME's director of women's activities, said the case is important to working women because "now that the federal courts have ruled that comparable worth is not just a legal theory, but a workplace reality, women are going to be demanding equal pay for comparable worth."

Rock noted that the union has also filed suits or charges with the Equal Employment Opportunity Commission against Philadelphia, Chicago and Los Angeles; Connecticut, Wisconsin and Hawaii; Nassau County, N.Y., and the Reading, Pa., school district.

She stressed that pay equity and comparable worth "are the women's rights issues of the 1980s" and 1984 could see a "large-scale continuation" of legal actions against employers charged with wage discrimination.

In its own statement hailing the Washington state decision, the labor-supported National Committee on Pay Equity called the ruling a "crack in the dam" of sex discrimination. The committee predicted an "outpouring" of lawsuits "if employers do not move voluntarily to implement nondiscriminatory wage scales."

The group also criticized the federal government for "not performing its role to eliminate discrimination" by enforcing federal civil rights laws.

AFSCME said it is making its pay equity guide available to the union's 400,000 women members and to 30 major women's organizations.

Other materials on pay equity have also been produced by the Coalition of Labor Union Women and the AFL-CIO's Labor Institute of Public Affairs which produced a half-hour television documentary on the issue as part of its 1983 season of "America Works," the AFL-CIO's weekly television public affairs broadcast.

Joint panel set up to study Litton's labor practices

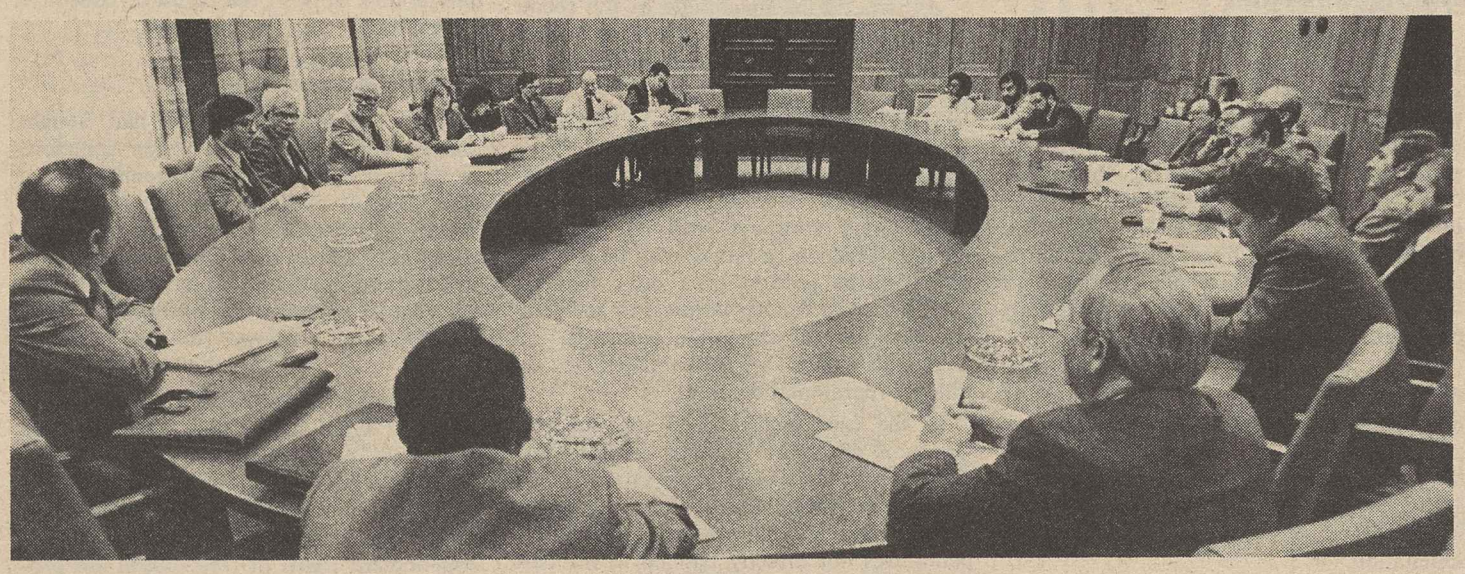
The AFL-CIO Industrial Union Dept. and Litton Industries, Inc. announced formation of a committee to study and report on the corporation's labor relations practices.

IUD President Howard D. Samuel, who heads labor's National Litton Campaign, and Litton Chairman Fred W. O'Green each named two members to the panel which will be presided over by a neutral chairman.

The committee, which will hold its first meeting later this month, was proposed by O'Green in December during the company's stockholders' meeting in Los Angeles. He made the suggestion following demonstrations by the 12 labor groups in the coalition outside the meeting and the presentation by labor representatives at the meeting of a resolution calling for an examination of anti-labor practices at Litton subsidiaries.

The panel will report to O'Green on charges of a corporate-wide policy of union-busting and labor law violations at Litton-owned companies.

IUD Sec.-Treas. Elmer Chatak and Electronic Workers Sec.-Treas. Edward Fire were named by the unions to the panel. Litton representatives will be Mathias J. Diedrich, vice president and director of industrial relations, and Jerry St. Pe, vice president and director of industrial relations for Litton's Ingalls Shipping Division.



Labor's safety agenda

Legislative and policy issues were discussed at this meeting of the AFL-CIO Standing Committee on Safety & Occupational Health in the federation's Executive Council room. AFL-CIO Vice President J. C. Turner is chairman of the committee. Its agenda included reports on OSHA developments and interference by the White House budget office in the federal standard setting process for worker protections against job hazards.

Reagan's budget cuts blamed for dumping children into poverty

Continued from Page 1

born to women receiving late or no prenatal care are three times more likely to die in infancy as those who have received early care.

As a result of the current trend, the children's advocacy organization warned, infant mortality is likely to increase in the United States. The study pointed out that mortality rates for all infants increased in 11 states between 1981 and 1982. Mortality for white infants increased in nine states and for black infants in 13 states.

CDF President Marian Wright Edelman said that these "and other dangerous trends compelled us to issue this special report on American children before the President's budget, to warn him, the Congress and the American people that misguided federal priorities are hurting children and increasing long-term public costs. They must not be allowed to continue."

Edelman also charged that in a time of economic recession, with millions of women and children falling below the poverty line, "the last place a humane, sensible and fair Administration would cut" are programs providing maternal and child health care and other aid to the poor, "yet that is precisely what the Reagan Administration has done without concern for the consequences that are now appearing."

CDF's research showed that 3.1 million children, a rate of about 3,000 children a day, have fallen below the poverty line since 1979, the sharpest increase in child poverty since records have been kept.

Overall about 34.4 million Americans—about 15 percent of the population—now live below the poverty threshold according to the Census Bureau. The agency defines the poverty line as a $9,862 a year income for a family of four. Last year the bureau reported that the U.S. poverty rate for 1982 was the highest since 1965.

The report said that budget cuts have directly resulted in reductions in health care, hunger, child care and education aid to poor families and their children.

Aid plummets

It said the Reagan cuts dropped 700,000 children from the Medicaid and Aid to Families with Dependent Children programs between 1981 and 1982. The percentage of poor children helped by AFDC plummeted from 71.7 percent in 1979 to 52.5 percent in 1982.

Reagan Administration budget cuts have also sharply eroded programs offering child care to working parents and education services to disadvantaged children, the report pointed out.

CDF contended that cuts in children's programs are not "cost effective," but may only represent small, short-term savings "that will be more than offset by the long-term costs of children who grow up to be chronically ill adults, or inadequately educated and trained workers, or juvenile delinquents in trouble with the law.

"Our society will pay now or pay later," and paying later will cost much more, CDF said.

The report also underscored a correlation between unemployment rate increases and increased reporting of incidents of child abuse and neglect in nearly every state.

CDF found that of the 12 million American children who live in families headed by women, 56.6 percent are poor. In black families headed by women, 70.7 percent are poor, and in Hispanic families headed by women, 71.8 percent are poor.

There were 7 million children with at least one parent unemployed as of March 1983, CDF found. One million had family incomes under $5,000 and another 1.3 million were in families with incomes of $5,000-$10,000.

Programs serving poor children and and families did not cause and will not cure growing federal deficits, and economic recovery "does not depend on hurting children and neglecting their needs," Edelman said.

Analyzing bankruptcy law

Key issues for organized labor in bankruptcy law are discussed live via television satellite during the first video-conference held by the AFL-CIO Lawyers Coordinating Committee. The three-hour program Dec. 16 was produced by the AFL-CIO Labor Institute of Public Affairs. LIPA's Gwenn Kelly, left, moderates the conference with AFL-CIO General Counsel J. Albert Woll. Analyses of bankruptcy issues were given by panelists, from left, Bruce Simon, Leon Marcus and Claude Montgomery. The conference originated in Washington studios of the State, County & Municipal Employees and was beamed by satellite to New York, Chicago, San Francisco and an additional site in Washington. Some 100 labor lawyers at the four receiving sites participated.

New NLRB policy reduces job protection for workers

A lone worker fired for protesting unsafe working conditions can no longer count on the National Labor Relations Board to order his reinstatement.

The new NLRB majority—the three members appointed by President Reagan—voted to scrap a 1975 precedent that viewed a good-faith protest against unsafe working conditions as an activity protected under federal labor law even if the worker acted on his or her own initiative.

Don A. Zimmerman, the lone NLRB holdover from the Carter Administration, vigorously dissented the policy switch.

He accused his colleagues of distorting the intent of the National Labor Relations Act by giving an artificially narrow reading to its protection for "concerted" actions by workers for their mutual protection.

The case that led to the policy reversal did not involve any union or a union organizing effort. The truck driver whose firing led to the NLRB complaint acted on his own to protest faulty truck and trailer equipment, including seriously malfunctioning brakes.

Another employee also protested the unsafe equipment but the NLRB held that this didn't make the protest "concerted" activity since there was no indication that the two acted together on the issue.

After an accident caused by the malfunctioning brakes, the driver refused to drive the rig back and arranged for a state inspection at the site which resulted in a citation putting the unit out of service. When a company-hired mechanic couldn't repair it, the trailer was scrapped. But the driver was fired because "we can't have you calling the cops like this all the time."

An NLRB administrative law judge ordered the driver reinstated, based on the 1975 policy precedent which held that activity was protected if it involved an issue that was of group concern.

The three-member majority of the labor board—Chairman Donald L. Dotson, Robers P. Hunter and Patricia Diaz Dennis—said the precedent was overly broad and reversed it.

They said the driver's actions would have been protected if taken to enforce a provision of an existing collective bargaining agreement. But in the absence of such an agreement, the employer didn't violate federal labor law by firing the driver even though it was a shabby thing to do. But "we are not empowered to correct all immorality."

Zimmerman saw it differently. The board majority, he suggested, was imposing unrealistic obligations on a worker resting a firm that was "willing to endanger its employees" by forcing them to use unsafe equipment. The NLRB action "goes against the history and spirit of federal labor laws," he charged.

ITU board holds election invalid, orders a rerun

Colorado Springs, Colo.—The Typographical Union's canvassing board has invalidated the union's election for president and ordered that a rerun election be held "shortly after March 31, 1984."

The board, which said it acted at the advice of its attorneys, invalidated the presidential contest, won by ITU First Vice President Robert McMichen over incumbent Joe Bingel. It based its action on the contention that some ITU locals used membership dues to aid McMichen's campaign.

The five-member board also ruled on the results of all the other elections and a referendum, except for two of the vice presidential races. The elections were held last Nov. 16.

The board approved the election of Sec.-Treas. Thomas W. Kopeck over Robert E. Petersen by a tally of 30,387 to 17,815. Allan J. Heritage was elected to a vice president post, running unopposed, with a vote of 32,448.

The board also held that the referendum to create a $400,000 organizing fund with a $1 per member monthly dues increase automatically triggered when the fund falls below $100,000 was approved by a vote of 24,364 to 23,049.

The canvassing board is scheduled to meet Jan. 18 to decide the outcome of the two other vice presidential races. McMichen had filed protests to all three vice presidential elections, and Billy J. Austin of the Denver local protested his apparent loss in the race against incumbent Vice President Robert L. Wartinger. Austin received 19,933 votes to Wartinger's 25,345.

ITU Rep. Ray Brown overcame an early lead by Bill Boarman, president of Local 101 in the third contest, receiving 23,724 votes to Boarman's 21,644.

The controversy over the results of the presidential contest centers on the use of union newspapers, stationery and letters in support of McMichen's campaign.

Bingel, who will remain in office until the new election, contended the use of union funds to support McMichen violated federal law. McMichen's protest about the nullification of the result challenged the authority of the canvassing board to rule on possible federal law violations.

Unionists top New Hampshire slate

Manchester, N.H.—In the first step of New Hampshire's Democratic presidential primary, a large and enthusiastic turn out of AFL-CIO union members at local caucuses helped elect seven unionists to a slate of 12 delegates that could potentially support Walter Mondale at the Democratic National Convention.

The effort, coordinated by the state labor federation, also marks the first time the AFL-CIO has rallied organized participation of union members behind a particular candidate in a primary. The move was made possible by the endorsement of Mondale at the federation's national convention last October.

Under the state's rules for selecting delegates to the national convention in July, caucuses for each declared candidate were held in both of the state's two congressional districts on Jan. 8. Of 380 voters in the First District Mondale caucus here, at least 125 were AFL-CIO union members, and at the Second District caucus in Concord—which covered a larger geographical area—about 75 of the 310 voters were AFL-CIO union members.

New Hampshire AFL-CIO President Harland Eaton, who was among those elected as a potential Mondale delegate, called the turn out "very impressive," and he credited the state's local unions and political action coordinators with "an all-out effort that really produced."

Turning out the vote

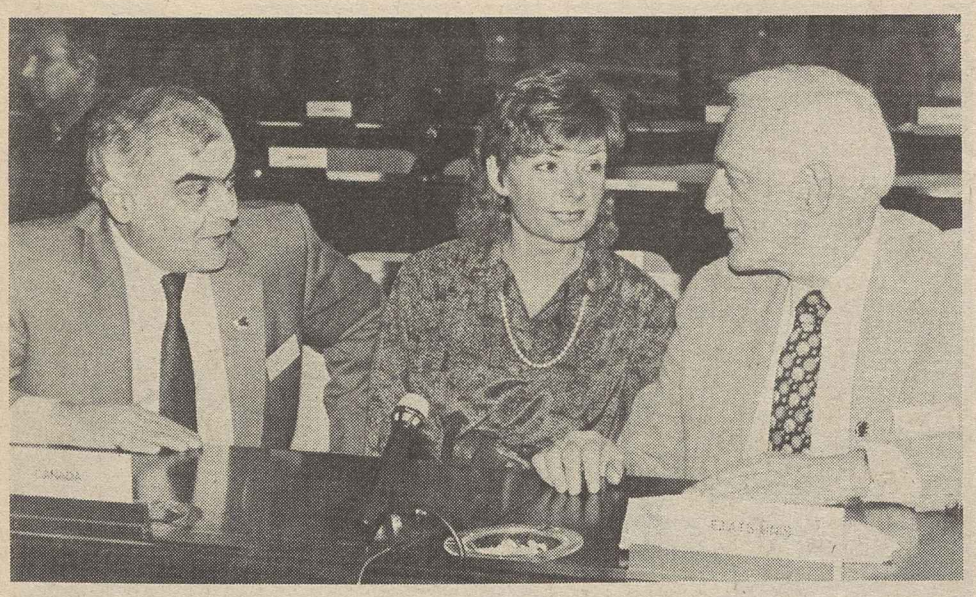
Eaton stressed that the next step that will send the AFL-CIO union members to the convention as Mondale delegates depends on "keeping the momentum going to turn out the vote" among union households for the primary itself on Feb. 28.

The state Democratic Party will proportion the number of elected delegates who attend the national convention among the candidates based on their share of the popular vote. The candidate who wins the primary will also have greater say in selection of delegates to fill 10 at-large seats that will round out New Hampshire's delegation to the party convention in July.

Eaton said the state federation, in cooperation with national COPE, has begun operating phone banks to reach union homes and plans a wide range of other get-out-the-vote activities around the state, staffed by volunteers from affiliated local unions.

In a separate event, Mondale met informally with union members and their families on Jan. 12 at the Shoeworkers Hall in Manchester. The "Evening with Mondale" was coordinated by the state AFL-CIO and sponsored by the Manchester Central Labor Council.

AFL-CIO union members elected as Mondale delegates, in addition to Eaton, include Mark Mackenzie, executive vice president of the state AFL-CIO and a member of the Fire Fighters, Harriett Casey of the State, County & Municipal Employees, Barbara Stott of the Teachers, Earl Bourdon of the Steelworkers, Michael Grieco of the Communications Workers and Linda Dann of AFSCME.



Hotel-Restaurant Vice Presidents James Stamos and Rhonda Allgaier, Organization Director Vincent Sirabella at ILO industry conference.

ILO presses worker rights in hotel, restaurant industry

Geneva — An International Labor Organization conference here called for concerted action to insure that workers in the hotel and restaurant industry enjoy the right to be represented by "freely elected, independent and democratic unions of their own choosing."

The worker, employer and government delegates of 27 countries unanimously adopted a resolution urging the ILO to prepare a report on the obstacles impeding observance of this principle of freedom of association in the industry.

Sponsored by the worker delegates, the resolution addressed to the ILO Governing Body also requested that the report be accompanied by proposals on measures for correcting a situation that "often remains unsatisfactory."

Rhonda Allgaier, a vice president of the Hotel Employees & Restaurant Employees, hailed adoption of the resolution as one of the key developments at the 10-day session.

"We have had much difficulty in the United States to get employers to recognize the right to organize even though the law provides for it," she said. "For this reason it was very important to get the principle reinforced here with the employers joining in an agreement that was unanimous."

Elected by the worker delegates to head their group, Allgaier told the conference that the "first step toward the destruction of democracy is taken when freedom of association and trade union rights are abolished."

Vincent J. Sirabella, HERE's director of organization, assailed the union-busting role of many of the industry's multinational corporations.

Sirabella warned the developing countries that only free and democratic unions, backed by sympathetic governments, could force the multinationals to "change their anti-worker, anti-union programs anywhere in this world."

In assessing the results of the session, the two trade unionists on the U.S. delegation said the conference provided a rare opportunity for workers, employers and government officials from all parts of the world to exchange experiences and views.

Positive action

"That rarely happens in our industry," Allgaier said. "And to produce something positive at such a meeting is even rarer," she added with reference to the resolutions calling for further ILO action on trade rights, minimum wage and working conditions and other standards for the industry's workers.

Sirabella termed "particularly significant" an ILO decision to establish a regular ILO industrial committee covering the hotel, restaurant and tourism trade.

"This is giving us a new status equal to other industries which have traditionally enjoyed greater attention in the ILO," he said. "We will be able to meet more frequently and go into our problems in greater depth than was possible in the past."

In a report on social and employment problems the conference denounced the excessive use of overtime work during high unemployment in most countries.

"Excessive overtime should not be worked at the expense of the creation of additional employment," it said.

The conference also called for the ILO to establish an international documentation center to collect, analyze and disseminate information on training programs for employment at all levels of the hotel and restaurant industry.

Catherine Peters dies, garment union official

Michigan City, Ind.—Catherine C. Peters, retired secretary-treasurer of the United Garment Workers, died here Jan. 5. She was 71.

Peters was first elected secretary-treasurer of the union in 1962 and was re-elected to three more terms before retiring in 1978.

She joined Michigan City Local 215 in 1941 and was elected local president a year later. In 1943, Peters was named an international representative and served in that post until being named assistant to the international secretary-treasurer in 1981.

'84 conventions slated by AFL-CIO affiliates

Below is a list of conventions scheduled for 1984 by AFL-CIO national and international affiliates, departments, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
Mar. 14-16	Cement, Lime & Gypsum Workers	Las Vegas, Nev.
Mar. 19-21	Louisiana	Baton Rouge
Mar. 19-21	Marine Engineers	San Francisco
Mar. 27-30	Pennsylvania	Pittsburgh
Apr. 9-12	Operating Engineers	Hollywood, Fla.
Apr. 30-May 2	New Jersey	Atlantic City
May 21-25	Distillery Workers	Bal Harbour, Fla.
May 28-June 1	Canadian Labor Congress	Montreal
June 7	Oregon	Portland
June 7-9	South Dakota	Rapid City
June 11-15	Clothing & Textile Workers	Hollywood, Fla.
June 14-16	Idaho	Boise
June 17-22	State, County & Municipal Employees	San Francisco
June 19-21	Ohio	Cincinnati
June 25-29	Furniture Workers	Chicago
July 17-19	Masters, Mates & Pilots	Linthicum Heights, Md.
July 23-27	Theatrical Stage Employees	Las Vegas, Nev.
July 30-Aug. 1	Mississippi	Jackson
Aug. 1-3	Indiana	Indianapolis
Aug. 6-10	Professional & Technical Engineers	Atlantic City, N.J.
Aug. 12-17	Fire Fighters	Cincinnati
Aug. 13-17	Painters	Washington, D.C.
Aug. 15-17	Iowa	Waterloo
Aug. 16-18	Montana	Helena
Aug. 17-19	Nevada	Las Vegas
Aug. 19-24	Postal Workers	Las Vegas, Nev.
Aug. 19-25	Letter Carriers	Las Vegas, Nev.
Aug. 19-25	Molders	Bal Harbour, Fla.
Aug. 23-25	Virginia	Norfolk
Aug. 26-30	New York	Kiamesha Lake
Aug. 27-31	Government Employees	Cleveland
Aug. 27-30	Washington	Olympia
Sept. (no date)	New Hampshire	Manchester
Sept. (no date)	Utah	Salt Lake City
Sept. 3-9	British Trades Union Congress	Brighton, England
Sept. 10-14	California	Oakland
Sept. 17-20	Illinois	Rosemont
Sept. 17-21	Graphic Communications Union	Hollywood, Fla.
Sept. 17-26	Machinists	Seattle
Sept. 20-23	Electronic Workers	Cincinnati
Sept. 21-22	Wyoming	Cheyenne
Sept. 21-23	Vermont	Burlington
Sept. 23-26	Minnesota	Rochester
Sept. 23-26	Missouri	Kansas City
Sept. 24-26	South Carolina	Myrtle Beach
Sept. 24-28	Paperworkers	Detroit
Sept. 24-28	Steelworkers	Cleveland
Oct. 1	Maritime Union	New York
Oct. 1-4	United Textile Workers	Toronto
Oct. 3-4	Industrial Union Dept.	Hollywood, Fla.
Oct. 7-11	Wisconsin	Green Bay
Oct. 7-13	Rubber Workers	Hollywood, Fla.
Oct. 8-12	Marine & Shipbuilding Workers	Ft. Lauderdale, Fla.
Oct. 17-19	Georgia	Savannah
Oct. 21-27	Chemical Workers	Hollywood, Fla.
Nov. (no date)	Flight Engineers	Orlando, Fla.
Nov. 12-15	Florida	Bal Harbour

AFL-CIO MEETINGS

Jan. 27	Regional Conference	Seattle
Feb. 3-4	Regional Conference	Boston
Feb. 10-11	Regional Conference	Des Moines, Iowa
Feb. 20-24	Executive Council	Bal Harbour, Fla.
Mar. 2-3	Regional Conference	Miami
Mar. 9-10	Regional Conference	Chicago
Mar. 23-24	Regional Conference	New York
Apr. 27-28	Regional Conference	Dallas
May 7-9	Executive Council	Piney Point, Md.
Aug. 19-22	Executive Council	Denver

Hunger not too hard to find, Reagan panel told

Organized labor teamed up with anti-poverty groups and religious organizations criticizing a presidential study commission's findings on hunger in America.

In its final report to President Reagan, the Task Force on Food Assistance said the "sad truth" is that "there is hunger in America" but that there is no way to measure its extent.

"We cannot understand how Reagan's task force on hunger can acknowledge the existence of the problem, and quibble about how widespread it is," AFL-CIO Social Security Director Bert Seidman said.

High unemployment, cutbacks in programs to relieve poverty, grossly inadequate unemployment compensation and reductions in food stamps, school lunches and breakfasts, and other nutrition programs have meant that millions of Americans, old and young, have felt the pangs of hunger, he observed.

"We know there's hunger out there," said Seidman. "Union locals have set up food banks in communities all over the country because their unemployed members and families could obtain food in no other way."

He called the existence of hunger "a national shame" that can only be eliminated by federal action.

Earlier, the panel's recommendations were sharply criticized by a coalition of church, senior citizen, civil rights, and labor groups, which said it was "disappointed and dismayed" at the report.

"After working for four months and spending the taxpayers' money, the task force tells us little more than that hunger exists," the coalition said. "And then it proposes recommendations that would, on balance, make this tragic problem yet worse."

The 43 organizations issuing the statement leveled their strongest criticism at a task force proposal to replace federal nutrition programs with block grants.

"We regard the proposal to authorize the replacement of school lunch and other child nutrition programs, food stamps, and maternal and infant nutrition programs, with state block grants as nothing short of a disaster for the nation's poor," the organizations said.

The groups charged that the block grant proposal would "lead to significant benefit reductions during recessions in states where unemployment rises rapidly because the states would not receive the funding needed on a timely basis to meet the additional needs."

They also warned that in some states the task force's state grant proposal "would likely result in benefit reductions for certain types of poor families who have little or no political leverage—especially poor women and children, many of whom are members of minority groups."

EDITORIALS

A Worldwide Message

IT'S NOT ENOUGH to be anti-communist. Repressive governments of any political coloration are repugnant. Dictators and ruling cliques denying basic freedoms and trampling on human rights should not expect to be propped up by U.S. economic or military aid.

That's been the policy advocated by this country's labor movement over the many years the AFL-CIO and its predecessor federations have been involved in international affairs.

It is now a welcome and inseparable element of the report of the National Bipartisan Commission on Central America.

"The United States has a right to demand certain minimum standards of respect for human rights as a condition for providing military aid to any country," the commission said.

It urged military aid to El Salvador, "contingent upon demonstrated progress toward free elections; freedom of association; the establishment of the rule of law" and vigorous action against the right-wing death squads.

GUNS ALONE will not defeat communist-backed insurgency. A more equitable distribution of wealth and land is needed to dry up its roots. That's what the AIFLD workers slain by the death squads were trying to achieve in El Salvador.

The commission dealt with the danger spots of the Caribbean, where proximity adds to this country's concern. But the basic principle of progress toward human rights is as valid in more distant regions as well. And the right of workers to join in free unions, like the right of people to peacefully change their government leaders, is as good a rule of thumb as has yet been devised.

Farewell, Silicon Valley

THE ADJOINING Washington Window column pricks the myth that the drainage of industrial jobs from the United States will be offset by this generation's growth industries—the "high tech" companies set up to exploit the miracle of the microchip.

Its message is reinforced by a news item from San Jose, Calif., where some 600 employees of the Qume Corp. have just been given abrupt notice that they will be out of jobs as of Feb. 3.

The company, an ITT subsidiary, is closing down its operations in California's Silicon Valley. The explanation for this business decision is a familiar one.

A typical worker at the San Jose plant, it seems, earns $8 an hour—hardly a munificent sum these days. With other employer-paid benefits, the total compensation package comes to about $10.50 an hour.

But in Taiwan, where Qume will expand its operations, wages and benefits amount to a mere $1.50 an hour.

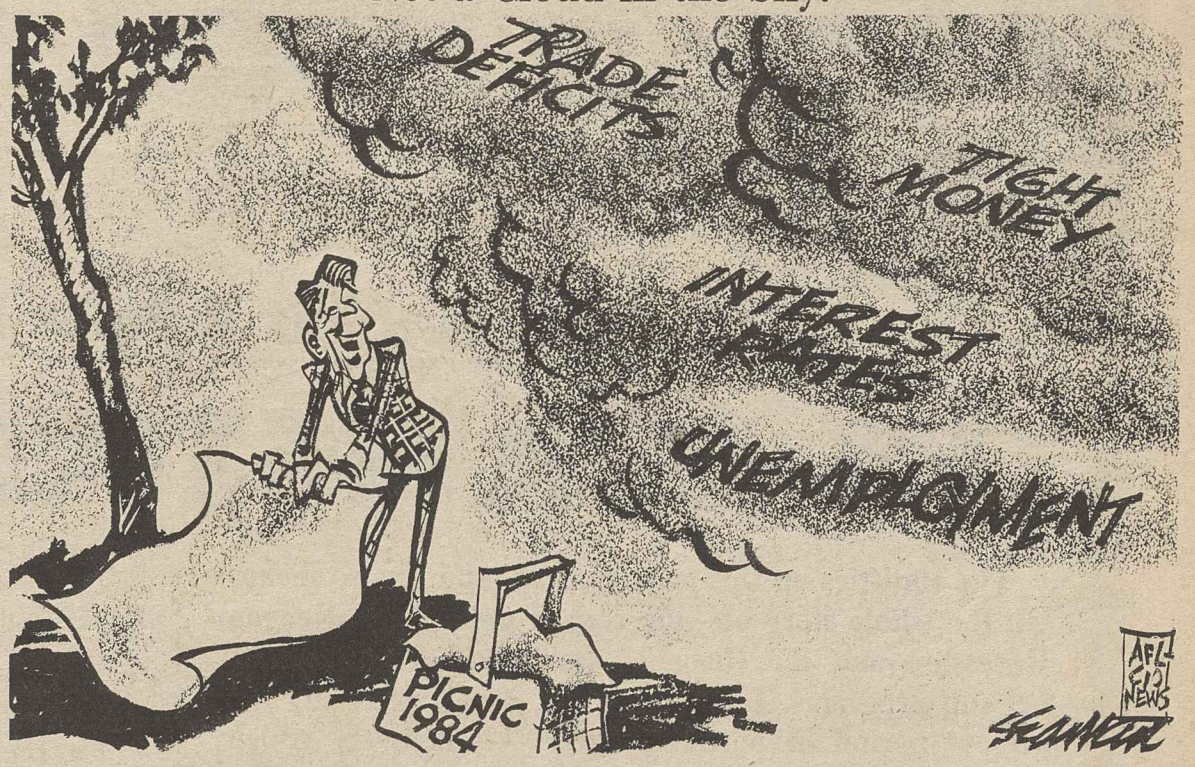
NOW AMERICAN industry is often lectured on the need to become more technologically efficient to compete on the world market, and indeed some of our older smokestack industries have lagged dangerously in recognizing the need.

But it is certainly not lagging technology that makes it increasingly difficult to shop for American-made apparel or to find an American-built television set. Nor was lagging technology the impetus for a multinational company to gravitate to the lowest available wage base.

The need to stay competitive has been the employer excuse—sometimes justified, often not—for wage freezes and rollbacks. But there is obviously no way American workers can or should compete with $1.50 an hour payroll costs. That isn't free trade. That's national suicide.

Those who choose to bemoan the high cost of what they call "protectionism" should at least balance the scales honestly. Add to the equation the true cost of unemployment—to the community, to the tax structure, to the nation's fragile economic recovery. Consider the workers whose jobs would be wiped out. And then try to put a price tag also on the broken lives and families. It's a price we can't afford.

'Not a Cloud in the Sky!'



Washington Window

High tech won't counteract job loss in basic industry

By Press Associates, Inc.

"High tech," a term which crept into popular usage rather recently, sometimes takes on almost magical qualities as an economic cure-all.

Don't worry too much about the decline of the nation's basic industries, because high technology industries will fill the void, some say.

Don't be too concerned about the millions of jobs which have been or will be lost in the old smokestack industries—high tech will provide plenty of jobs for displaced workers.

Don't get too upset about the decaying communities and regions which some label the "Rustbelt"—one can always move to the Silicon Valley in California or somewhere else in the Sunbelt.

Such myths about high tech are dispelled by three Labor Dept. economists in a recent study reported in the department's Monthly Labor Review. The carefully researched report is titled, "High Technology Today and Tomorrow: A Small Slice of the Employment Pie."

The report reached these conclusions:

● High tech industries, even if broadly defined, will account for only a small proportion of new jobs through the year 1995.

Small portion

More than 1.5 million technology-oriented jobs —computer specialists, science technicians, engineers and the like—are expected to be created between 1983 and 1995. However, this represents just 6 percent of all new jobs in the economy, roughly the same proportion as in the 1970s.

● Most high tech industries will grow at a slower rate over the 1983-1995 period than during the 1972-1982 period. But their growth will still be above the average for all industries.

● Since the great majority of new jobs will be in industries other than high technology, displaced and other jobless workers shouldn't be too optimistic about employment in this area. Local government and community organizations seeking to attract jobs to their regions would be well-advised not to limit their search to high tech industries.

● The skills and experience of displaced blue-collar workers are very different from most high tech jobs. For many high tech workers, such as scientists, engineers and math specialists, specialized higher education or advanced degrees are required.

● High tech has had a big employment impact only on a few areas, including California's Silicon Valley in the San Jose area and the Route 128 area in Massachusetts and New Hampshire. The concentration of high tech employment in the largest states doesn't appear to be increasing.

Not the answer

In sum, the study's authors conclude that "high technology employment is not expected to take up the slack in job generation caused by the long-term decline in heavy durable goods industries."

An AFL-CIO study on "The Future of Work" concluded that "high technology is an oversold promise to a nation suffering serious declines" in its basic industries.

That study noted that high tech industries often employ low-paid assembly workers—many of them women, minorities and young people—whose jobs can be automated or shipped abroad.

For example, early in 1983 the Atari company, a subsidiary of Warner Communications which manufactures video games and home computers, announced it was firing much of its U.S. workforce and shifting production to Asia.

To prevent a large and growing labor surplus—what the AFL-CIO study called a permanent underclass of 4 to 6 million jobless workers—a balanced industrial policy and large-scale job creation, job training and education programs are needed. Further, as the federation study urged, a shorter workweek and higher overtime penalties are needed to fight chronic unemployment in the world's richest nation.

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MEMO FROM COPE

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Reaganism: A Price Too High

THE STATISTICS OF PAIN

The statistics on this page sum up—but by no means tell the whole story of—the cost in pain of the Reagan Recession and the Reagan cuts in important people-helping programs. It is a cost not nearly offset by the present period of partial recovery—a recovery which many economists fear might collapse in early 1985 under the weight of record-high Reagan deficits.

Millions of working and needy Americans have paid and are still paying a staggering price for Reaganism: In jobs lost, in health care withheld, in nutrition denied, in higher education forestalled or abandoned, in job training aborted, in homes foreclosed.

Their story—by the numbers—follows. (Figures from AFL-CIO Dept. of Economic Research, Congressional Budget Office, Children's Defense Fund, U.S. agencies.)

Workers . . . Victimized

- Number of individual workers suffering one or more episodes of unemployment 1981 through 1983: 30 million (minimum figure).
- Number of individual workers suffering joblessness by year: 1981, 23 million; 1982, 27 million; 1983, 27 million.
- Average mean duration of unemployment, 1981-83 respectively: 14 weeks, 16 weeks, 20 weeks.
- Average gross weekly earnings lost per year by jobless workers: 1981, $3,315; 1982, $4,005; 1983, $5,620.
- Over-all gross weekly earnings of workers lost per year through unemployment: 1981 loss $76.2 billion; 1982 loss $108.1 billion; 1983 loss $151.7 billion.
- Total gross weekly earnings lost through unemployment 1981 through 1983: $336.1 billion.
- Value of lost production 1981-83 respectively (as result of unemployment above 1979 level): $180 billion, $390 billion, $380 billion.
- Total value lost production 1981-83: $950 billion.
- Loss to U.S. Treasury through unemployment, 1981-1983 (over 1979) respectively: $54 billion, $117 billion, $114 billion.
- Total loss to Treasury through unemployment 1981-83: $285 billion (enough to substantially reduce record Reagan deficits).
- Number of persons losing some or all health coverage as result of unemployment: 10.7 million.
- Mortgage foreclosures during Reagan Recession (actual or in foreclosure process): 116,000 in 1981; 160,000 in 1982; 178,000 in 1983 (highest levels since tracking of statistic started in 1953).
- Business failures during Reagan Recession: 16,794 in 1981; 25,364 in 1982; 30,794 in 1983 (highest since 31,822 in 1931 and four times 1970 rate of 7,564). Total business failures 1981-83: 72,934.
- Rate of business failure: In 1979, 28 per 10,000; in 1982, 89 per 10,000.

The Needy . . . Needier

- Needy persons losing *all* food stamp aid: 1 million.
- Number of working poor, others, losing *some* food stamp aid: 4 million.
- Increase in number Americans living in poverty: 6 million (1981-82 alone). Rate of poverty now highest in 17 years—15% of all Americans.
- Cuts in Aid to Families with Dependent Children program (AFDC): $4.8 billion (13 %); 725,000 families affected, 1.5 million children.
- Children of needy families losing Medicaid protection: 700,000 (1982 alone).
- Children of needy families losing services at community health centers: 290,000.
- Cuts in child nutrition programs: 28 %.
- Number of children from low-income homes losing free or reduced-price school lunches: 1.1 million.
- Number of children from low-income homes losing free or reduced-price school breakfasts: 900,000.
- Cutback in higher education loan program: 27%.
- Number of young persons affected by cutbacks in low-interest loans for higher education: 700,000-plus.
- Cuts in other student financial aid programs: 13%.
- Medicaid/Medicare cuts: 5%.
- Other health program cuts: 22%.
- Cuts in job-training for disadvantaged: 35% ($7.4 billion).
- Funds cut from retirement programs over-all—social security, civil service pensions, veterans' benefits: $26 billion.
- Funds cut from income security programs over-all—food stamps, unemployment insurance, housing aid, AFDC: $27 billion.
- Funds cut from health programs over-all: $18.5 billion.
- Funds cut from education and social service programs over-all: $13.7 billion.
- Funds cut from employment and training programs over-all: $25 billion.

- **Total funds cut from people-helping programs under Reagan (1981-84): $110.2 billion.**

NOTE: The $110.2 billion cuts in people-helping programs represents only that portion of Reagan-proposed slashes that Congress agreed to. They were not really deep enough for his taste. Had all Reagan cuts been adopted as proposed, the $110.2 billion figure would balloon to the $140-$150 billion range over the same time period.

Turn It Around—Register/Vote

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AFL-CIO news

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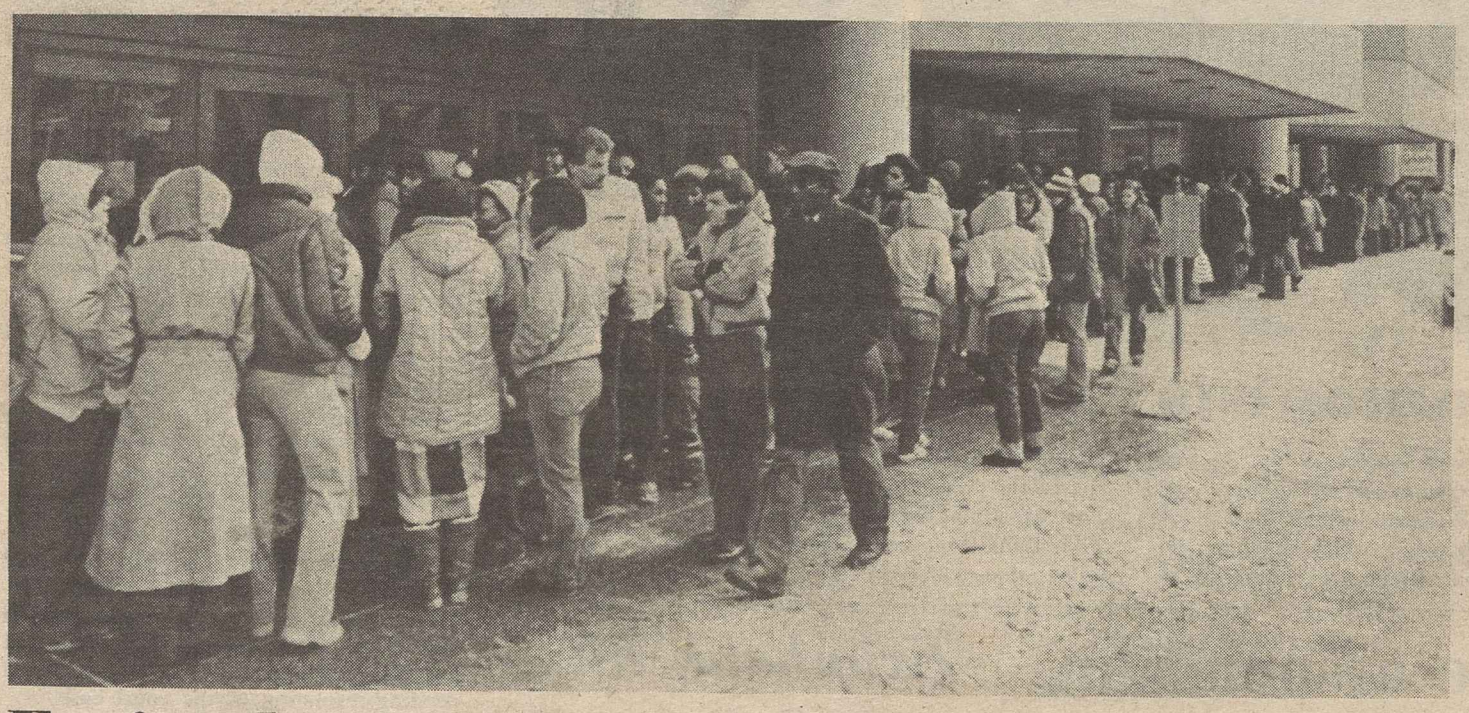
JANUARY 21, 1984

A REPORT ON CONGRESS
PAGE 5

Industrial policy plan spurred



Facing long odds

Thousands of job seekers line up to apply for the 400 openings at Buffalo's new Hyatt Regency Hotel. Nearly 10,000 job applications were filled out over three days. Buffalo's unemployment rate is still in the double digits. Similar scenes occurred in Chicago where 50,000 applied for 300 mail handler jobs with the U.S. Postal Service.

Panel backs action to stem jobs decline

By David L. Perlman

A diverse group of prominent Americans—including persons who have been adversaries at the bargaining table—has called for an unprecedented degree of labor, management and government cooperation to shape industrial policy and strengthen the economy.

Its proposals seek to make U.S. goods more competitive in the world market and to break the cycle of ever-worsening recessions followed by incomplete recoveries that leave unemployment at increasingly high plateaus.

To that end, the Industry Policy Study Group has suggested a mechanism to achieve private-sector and public-sector cooperation in setting policies, and the commitment of both private and public resources to implement them.

The concept has had strong labor support, and AFL-CIO President Lane Kirkland took an active part in the year-long search for a consensus. The study was sponsored by the Center for National Policy, a research institute headed by former Sec. of State Cyrus Vance. Taking part in the study were industrialists and union presidents, bankers and economists, present and past office holders.

Kirkland was one of three co-chairmen. The others were Felix G. Rohatyn, senior partner in the investment banking firm of Lazard Freres & Co. and chairman of the New York State Municipal Assistance Corp., and Irving Shapiro, former chairman of E.I. du Pont de Nemours & Co.

Deepening problem

The panel members stressed in their report that "even as the nation recovers from recession, we are far from satisfied with our economic performance." Structural problems remain and "if recent patterns hold, the next downturn will cut even more deeply and leave more permanent marks."

At a Washington news conference, the three co-chairmen rejected criticism that formulating an industrial policy would require an unacceptable degree of government involvement in the marketplace and the picking of "winners" and "losers' among industries seeking government aid.

Kirkland, Shapiro and Rohatyn pointed to the concept of voluntary cooperation in the public good as the framework for the

Continued on Page 3

Salvador rights theme parallels labor's stand

By James M. Shevis

Recommendations of the Kissinger commission line up "foursquare" with the AFL-CIO position that military aid to El Salvador should be withheld until satisfactory progress toward basic reforms is made in that troubled Latin American country, Federation President Lane Kirkland stressed.

Kirkland, who was one of 12 members of the National Bipartisan Commission on Central America headed by former Sec. of State Henry Kissinger, said the panel's stand on military aid and a resolution adopted at the AFL-CIO convention last October are consistent and virtually the same.

The two are "almost identical," Kirkland said in an interview. "They stress that military aid must be contingent on demonstrated progress in specific areas with periodic evaluations.

"The specific areas are progress toward free elections, freedom of association, establishment of the rule of law, reform of the judicial system, termination of the activities of the death squads, prosecution of the guilty, and proceeding against those who are residing in this country who are aiding and abetting those death squads."

Labor's position

As matters now stand, the AFL-CIO does not support military aid to El Salvador at this time, Kirkland pointed out.

The pertinent section of the convention resolution states:

"The AFL-CIO reiterates its insistence that aid to the government of El Salvador be contingent upon its progress in implementing the land reform program, protecting trade union rights, establishing a just judicial system, and bringing the right-wing 'death squads' under control. Until we are satisfied that progress is being made in these areas, the AFL-CIO will not support military aid to the government of El Salvador."

Continued on Page 13

Jobless figures swing upward for 29 states

By Susan Dunlop

Unemployment increased in 29 states in November and declined in only 17 states and the District of Columbia. It remained unchanged in four states and Puerto Rico, the Labor Dept. reported.

Bureau of Labor Statistics figures issued this week showed that joblessness rose in two-thirds of the jurisdictions surveyed from October to November, even though the nation's overall unemployment rate of 8.4 percent for November 1983 compares favorably with the 10.7 percent rate in the same month a year earlier, a post-Depression high.

Over the year ended in November, however, unemployment rates were down in 49 states.

Even so, 11 states, Puerto Rico and the District of Columbia had double-digit employment in November—four more states than the month before. Alaska, Oregon, Indiana and Washington were added to that roster that included Alabama, Kentucky, Louisiana, Michigan, Mississippi, Ohio and West Virginia.

West Virginia's jobless rate of 15 percent, the highest among the 50 states, was

Continued on Page 13

LEGISLATIVE ALERT!
PAGE 16

Gains posted in state legislatures

Public employee bargaining laws in Ohio and Illinois were highlights of state labor legislation enacted during 1983.

So were the "right-to-know" laws adopted by seven states to assure that employees are fully informed about any toxic chemicals they may encounter in the workplace—filling a gap caused by federal inaction.

For the most part, anti-labor legislation was rebuffed and in areas of union concerns, the state scorecard was more favorable than in most recent years.

In a relatively new area, there was growing interest in applying comparable worth standards to the classification and pay of state government jobs.

Changes in state unemployment compensation and workers' compensation laws will be covered in a separate survey. This roundup is based on data compiled by the Labor Dept. and the Bureau of National Affairs, supplemented by reports from AFL-CIO state federations.

State by state

These were among the highlights:

Alaska—Newly enacted right-to-know law includes a requirement that employers conduct a safety education program before workers undertake any assignment that could expose them to toxic substances.

Arkansas—Minimum wage raised from $2.95 to $3.05 as of Jan. 1, 1984, and will go to $3.15 next year. State employees given two additional paid holidays.

California—Mandatory retirement age abolished for most state and local government workers. Exceptions include public safety personnel and tenured college professors.

Colorado—Minimum wage coverage expanded, pay floor raised from $1.90 to

Continued on Page 4

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1/21/84

Evening with unionists

New Hampshire union families braved a foot of fresh snow and near-zero temperatures for an informal get-together with former Vice President Walter F. Mondale in Manchester Jan. 12. The event, which drew a near-capacity crowd, gave union members a chance to exchange views with the labor-endorsed candidate for the Democratic presidential nomination. Latest statewide polls show Mondale holding a strong lead over the other seven Democratic contenders in the Feb. 28 first-in-the-nation primary election.

California state association moves to affiliate with SEIU

Sacramento, Calif.—By a unanimous vote, a special committee of the California State Employees Association recommended affiliation of their 97,000-member union with the Service Employees.

SEIU and CSEA officers said they expect to complete negotiations on an agreement in time for it to be ratified by CSEA's full board of directors early next month.

The pending affiliation will boost SEIU's membership in California to 242,000. Up to now, CSEA had been the largest unaffiliated union of state workers. The union represents workers in civil service jobs and in the state's university system.

SEIU said the affiliation will increase its total membership to 847,000.

President John J. Sweeney of the Service Employees said the union was "honored that the CSEA had decided to come into the AFL-CIO by affiliating with our union."

He praised CSEA as "a model labor organization which brings additional character as well as strength" to SEIU, and he stressed that all SEIU members in California will benefit by the affiliation.

CSEA President Leo E. Mayer, who headed the 10-member committee recommending the affiliation, said the decision "brings our union into the recognized mainstream of the American labor movement."

He stressed that the combined "skills, experience, facilities and resources of CSEA and SEIU will greatly enhance our union's representation of California state workers."

Discussions concluded

The committee's recommendation concludes several months of discussions between CSEA and five AFL-CIO unions. The CSEA board set up the special committee last November to decide whether to seek affiliation with the SEIU, the State, County & Municipal Employees, Communications Workers, Operating Engineers or the Auto Workers.

Mayer called the final choice "a very difficult one" from among "five of the finest unions in the country."

He said major factors in the decision to affiliate with the Service Employees were its already large public sector representation in California as well as "its strong capabilities in public sector research and collective bargaining support."

Mayer also noted that CSEA's affiliation with an AFL-CIO union would bring the state employee organization under the provisions of Article XX, the "no-raiding provisions of the AFL-CIO constitution, enabling CSEA to concentrate its resources "entirely where they belong—representing our people in the most effective way possible."

OCAW negotiates pattern pacts with 12 oil companies

Lakewood, Colo.—The Oil, Chemical & Atomic Workers reached agreements with 12 oil companies, covering 19,000 workers, in the current round of industry-wide bargaining.

Contracts for the union's 50,000 oil workers expired Jan. 7. Bargaining continued without a strike and a settlement was reached Jan. 10 with Gulf Oil Corp. which set the pattern for the industry. The accord provides increases of 20 cents per hour the first year and 35 cents per hour the second year, company contributions toward family health care coverage rising by $15 per month.

OCAW has strikes in progress at Cenex Refinery in Laurel, Mont., and at Union Oil of California refineries in Wilmington and Rodeo, Calif., involving 785 workers.

Negotiations are continuing at those locations and the possibility of strikes of other companies still exists, OCAW said.

Thus far, OCAW has reached agreements with Gulf, Ashland Oil, Tosco Oil Co., Atlas Processing, Edgington Oil, Atlantic-Richfield, Charter International, American Oil Co., Mobil Oil Corp., Marathon Oil, Golden West Refining Co., and two refineries of Union Oil in Illinois.

J.P. Ricciarelli dies at 60, headed Granite Cutters

Weymouth, Mass.—Joseph P. Ricciarelli, former president of the Granite Cutters, died Jan. 1 after a heart attack. He was 60.

Ricciarelli was president of the Granite Cutters from 1967 until the merger with Tile, Marble & Terrazzo Finishers in 1980. At the time of his death, Ricciarelli was granite cutters director of the merged union.

He is survived by his wife, Jean, and five children.

Eximbank hit on U.S. financing of Korean steel

A decision by the U.S. Export-Import Bank to guarantee commercial export loans of more than $30 million for a South Korean steel complex flies in the face of reason, the AFL-CIO charged.

"We are disappointed by this decision," Research Director Rudy Oswald said.

The agency's loan agreement represents a compromise. The Reagan Administration had wanted the bank, a federal entity, to lend government money to South Korea outright at subsidized interest rates. The AFL-CIO had opposed any kind of aid for the South Korean mill, charging that any additional world production would further harm the U.S. steel industry.

"We don't view the compromise as being an appropriate one," Oswald said. "Any participation by the U.S. government in increasing steelmaking production capacity is potentially harmful to American workers."

In a letter to Eximbank President William H. Draper, Oswald earlier had noted that existing worldwide steel capacity already far exceeds demand.

Message to Japanese labor cites free trade union goals

Tokyo—In seeking solutions to unemployment, inflation and sluggish economic growth, free trade unions must continue to advance and defend the universal principles of freedom of association and collective bargaining, AFL-CIO President Lane Kirkland said in a message to the 20th annual convention of the Japanese Confederation of Labor—Domei.

"There cannot be real progress, nor can we benefit from the new advances in science and technology unless we maintain the social criteria in the development of all economic programs, whether on a national or an international basis," Kirkland declared. His statement was delivered by Federation Vice President Albert Shanker.

The free trade union movement of the world must rededicate itself to support such efforts in all intergovernmental bodies, primarily in the International Labor Organization, Kirkland said.

These efforts must be especially strengthened in those areas where economic and trade issues vitally affecting trade unions are being handled, he said. Labor must have a more effective role in the decision-making processes of the General Agreement on Tariffs & Trade (GATT) and bodies of the United Nations, Kirkland added.

Along with the struggle for free trade unionism on the economic front, Kirkland said, Domei and the AFL-CIO must redouble their efforts to reject attempts by totalitarian powers to dismantle the supervisory machinery of the ILO dealing with international labor conventions and their implementation.

Kirkland thanked Domei for its boycott of Continental Airlines in support of U.S. unions on strike against Continental Airlines.

He also congratulated Domei's Tadanobu Usami on his recent election as president of the Asian Regional Organization of the International Confederation of Free Trade Unions.

Also attending the three-day meeting was Morris Paladino, executive director of the AFL-CIO's Asian-American Free Labor Institute.

OSHA panel asks tougher asbestos rule

An Occupational Safety & Health Administration advisory committee on construction rejected the agency's draft proposal on worker exposure to asbestos as not addressing specific concerns of the construction industry.

The 15-member panel, noting some 75 percent of asbestos exposure occurs in the construction industry, requested OSHA to develop a separate asbestos proposal for the building trades.

Two key committee proposals call for reducing a worker's permissible exposure to 100,000 fibers per cubic meter of air and requiring engineering controls and work practices take priority in controlling workplace asbestos levels over the use of respirators.

Other committee proposals would require employers to provide shower rooms and changing rooms for workers on job sites, annual medical examinations and "a zero-fiber action level"—triggering full protective measures when workers encounter the presence of asbestos on the job.

OSHA issued an emergency standard on asbestos last November limiting exposure levels to 500,000 fibers. But an industry group challenged the action, and implementation of the measure was stayed pending resolution of the court case.

OSHA's draft proposal for a permanent standard, which the committee reviewed, sets the same exposure level of 500,000 fibers, down from the current limit of 2 million fibers.

Lower ceiling

The advisory committee said the 500,000-fiber level is too high and called for the 100,000-fiber ceiling. OSHA in the past has questioned accurate measurement of such levels; however, a representative of the National Institute of Occupational Safety & Health assured the committee the 100,000-fiber level is now well within the realm of accurate measurement.

The committee also rejected OSHA's proposal to allow for the removal of a worker from an asbestos-related job based on a check of either his medical records or medical condition.

It suggested that removal be based on annual exposure. If a worker's exposure exceeds the limit allowed for a one-year period, the worker could be removed to another job on the work site, the committee said.

The tripartite panel is comprised of five representatives each from labor, employers and the public.

Industrial policy report backs plan to mobilize public, private sectors

Continued from Page 1

panel's recommendations. The ingredients include:

- A relatively small Industrial Development Board made up of an equal number of high-level labor, business and government members. The board would seek to form a consensus on strategies to promote industrial growth and submit recommendations to the President. It would strive to ensure that government efforts do not work at cross-purposes with private efforts.

Project financing

- An Industrial Finance Administration that would further the goals set by the development board through commitments of loans and loan guarantees. But at least half of the funding for any project receiving government assistance would have to come from the private sector.

- An expanded commitment to technological research and development, with the jury still out as to whether to achieve this through expansion of existing government programs or through the creation of a separate agency.

The report noted that "America's trading partners have long employed industrial policies, including trade and financial subsidies, to promote their products." The procedures the United States can use to guard against unfair trade practices are "inadequate in the face of the new activism in the economic role of other governments," the report said.

It pointed out that the U.S. industrial decline hasn't been confined to steel and automobiles. "It afflicts machine tools, aerospace, construction equipment and farm machinery as well." It embraces "the high technology areas of video recorders, memory chips, telecommunications and robotics."

Permanent job loss

While much of the double-digit unemployment the nation suffered under could be traced to the recession, "thousands of automobile, steel and other basic manufacturing employees who have been laid off will not be recalled," the report observed.

At the news conference, Kirkland noted that the United States has long had an agricultural policy and overseas banking and monetary policy through the Federal Reserve System and a network of other bodies. In effect, he suggested, it has used tax policy—although unwisely—for a declared goal of encouraging corporate investment. But that path resulted in a wasteful drain of tax revenues that funded nonproductive corporate takeovers and mergers, Kirkland noted.

The panel's leaders did not shrink from the term "social contract" when a suggestion was made at the news conference that this was the direction in which their recommendations pointed. But they emphasized that the proposals were for a framework that could lead to a greater degree of labor-management cooperation, not to a specific course of action.

The report noted the precedent of the Labor-Management Group in the Ford Administration as an informal mechanism for high-level labor-management interchange. And the panel itself was one of several ad hoc groups formed in recent years to seek a consensus that would bridge bargaining table divisions.

Last fall, a comparable Labor-Management Group coordinated by former Labor Sec. John T. Dunlop voiced concern at the deterioration of the nation's infrastructure and proposed a 15-year program of repair and upgrading of highways, bridges, water supply systems and waste treatment facilities.

Group membership

The Industry Policy Study Group included, besides the three co-chairmen: W. Michael Blumenthal, chairman of Burroughs Corp. and former Secretary of the Treasury; Sen. Bill Bradley (D-N.J.), Stuart Eizenstat, formerly President Carter's domestic affairs assistant; Auto Workers President-emeritus Douglas Fraser; Northwest Industries President Ben W. Heineman; Chrysler Corp. Chairman Lee Iacocca; Sen. Edward M. Kennedy (D-Mass.); Iron Workers President John H. Lyons; Robert MacNamara, former World Bank president; Morton H. Meyerson, president of Electronic Data Systems Corp.; Eleanor Holmes Norton, former chairman of the Equal Employment Opportunity Commission; Yale University Prof. Merton J. Peck; Industrial Union Dept. President Howard Samuel; Loral Corp. Chairman Bernard Schwartz; MIT Prof. Lester Thurow; Communications Workers President Glenn E. Watts; attorney Frank Weil and former Sec. of State Vance.

While they all joined in shaping the report, not every member agreed with every aspect. Columbia Law School Prof. Lewis B. Kaden was the project director.

At news conference, AFL-CIO President Kirkland and other authors of Industry Policy Study Group's report respond to questions.

U.S., world unions support Continental Airlines strike

Support for striking Continental Airlines employees grew at home and abroad as free world unions pledged solidarity, and American labor planned a coordinated show of backing in a dozen major locations.

On the domestic front, the AFL-CIO joined with the Air Line Pilots and the Machinists in plans for demonstrations at major cities serviced by Continental.

The rallies, which are scheduled for the Jan. 27-29 weekend with repeat demonstrations on the following weekend, will challenge the carrier's perversion of federal bankruptcy laws to unilaterally abrogate union contracts.

The rally sites are Chicago, Denver, Houston, Los Angeles, Minneapolis, St. Paul, New York, San Francisco, Seattle, Honolulu, Washington, D.C., and Agana, the capital of Guam.

The Seattle rally will coincide with the Jan. 27 AFL-CIO regional conference in that city, and Federation President Lane Kirkland will lead conference participants as they join the demonstration.

Eight unions took part in a mass rally at Tulsa's airport this week, and airline employees had scheduled protests at Washington's National Airport and at Dulles International Airport in Virginia on Jan. 20.

Meanwhile, the International Confederation of Free Trade Unions in Brussels, "deeply concerned by the attitude of the U.S. airline," announced its full support of demands by the Machinists and the Air Line Pilots for immediate, good-faith negotiations with Continental.

Domei, the Japanese Confederation of Labor, responded to the American unions' call for support with a boycott of the airline and called on travel agents not to issue Continental tickets.

The Australian Council of Trade Unions voted a ban on Continental flights, but delayed implementing the action pending the outcome of mediation between the airline and the striking Air Line Pilots.

ALPA said it planned to appeal a ruling by a bankruptcy judge in Houston rejecting its claim that Continental's bankruptcy-law filing was an anti-labor tactic designed to bust the union.

ALPA, the Machinists, and the unaffiliated Union of Flight Attendants had charged that Continental was using bankruptcy proceedings as a device to void labor contracts.

Continental, once the nation's eighth largest carrier, filed for protection under Chapter 11 of the federal Bankruptcy Code on Sept. 24. Three days later, the carrier resumed about half its flights, using one-third of its 12,000 workers and imposing severe wage cuts.

Frontier Airlines spinoff branded anti-union tactic

A coalition of airline unions has set up picket lines at terminals used by a new airline—Frontier Horizon—to alert passengers that the carrier is taking off with non-union crews.

The Machinists, Air Line Pilots, Flight Attendants, Transport Workers and Air Line Employees are protesting creation of the new non-union carrier by its parent company, Frontier Airlines. Although the unions attempted to block its certification by the Civil Aeronautics Board, Frontier Horizon began service Jan. 9 between Denver and Washington, D.C., Chicago and San Francisco.

The unions charged that Frontier Horizon is a runaway operation intended to let the company duck its collective bargaining agreement. The next step will be the siphoning off of their jobs to the lower-wage carrier, they stressed.

The coalition charged that the move by Frontier follows a pattern set in 1980 by Texas International Airlines when its holding company spun off New York Air as a non-union subsidiary.

New legal challenges to the company's action are also being considered by the unions. They contend that Horizon is a successor carrier to Frontier—making it in fact the same airline—and its 275 air and ground employees should be covered by the same agreements already in place with the parent company.

The Air Line Pilots, Flight Attendants and Air Line Employees are also bargaining with Frontier over their contracts.

The AFA and ALEA, which are both affiliates of the ALPA, said Frontier has asked for stiff concessions, but has refused to discuss the new carrier.

Foreign aid panel stresses rights role

A high-level government commission weighing the adequacy and effectiveness of U.S. foreign aid programs has put heavy stress on progress of recipient nations in the area of human rights.

The Commission on Security & Economic Assistance said in its report to Secretary of State George P. Shultz that foreign assistance programs must not only be effective and efficient, "but must also make Americans proud of their role in the international community." AFL-CIO President Lane Kirkland was a member of the panel.

Guiding principles

To secure the support of the American people, the commission said that the following principles must guide U.S. aid programs:

- Respect for individual liberty and the security of the individual.

- Commitment to fairness in economic and social opportunity.

- Pursuit of economic growth and productivity.

- Desire to maintain U.S. national security and to promote world peace.

In its assessment of U.S. aid programs, the commission said assistance activities—security and economic, bilateral and multilateral—are "potent and essential tools that advance our interests," and called for increased levels of aid.

The panel concluded that economic and military assistance must be closely integrated.

Chaired by President Frank C. Carlucci of Sears World Trade, the commission was funded by the Agency for International Development, the Defense Dept., and private contributions. Kirkland served as a co-chairman.

The 123-page report is a comprehensive review of current aid programs and the outlook for future assistance. The last such review and assessment of U.S. foreign aid programs was in 1970.

American labor's viewpoints receive prominent attention in the report. Stressing the development of the private sectors of recipient countries, the recommendations include the following:

"The strengthening of free trade unions and the promotion of employment-oriented development strategies, in an environment conducive to free enterprise, are integral to sound long-term growth and security."

A major recommendation of the report is that recipient countries should adhere to conventions of the International Labor Organization, particularly those relating to freedom of association, discrimination, and forced labor.

Much of the focus of the report is on the Caribbean Basin and Africa.

"The first is an immediate security challenge with an important economic dimension, while the second is a situation of economic crisis that may well heighten security concerns," the panel said.

Concessional financing

Many developing countries, where incomes are low, will remain largely dependent on concessional financing, the commission said. It cited sub-Saharan Africa to illustrate how some of the most intractable problems interact.

Finding that the U.S. foreign cooperation program currently is inadequately funded, the commission called for "significant increases in real levels of assistance" to meet U.S. short- and long-term foreign policy objectives and to fund new initiatives in the Caribbean Basin and Africa.

"Given the nature of the problems the United States will face in the less-developed world during the coming decade, either lesser objectives or more resources will be called for," the commission observed.

State legislatures act on labor issues

Continued from Page 1

$2.50 last July and will move to $3 on July 1, 1984. Regulation of private employment agencies was tightened.

Connecticut—Breaking new ground, employers of 100 or more who close or relocate their establishments must pay for continuation of existing group health insurance for workers and their dependents for 90 days. Thereafter, for 39 weeks, displaced workers can buy a continuation of their insurance at group rates.

District of Columbia—New wage order raised minimum pay for clerical and semi-technical occupations from $2.90 to $3.90; the minimum for laundry, dry cleaning and shoe repair employees was increased from $3 to $3.70, with a $3 rate for learners with less than 60 days of experience.

Delaware—Minimum wage raised from $2 to $3. Also, the tip credit allowance was reduced from 50 percent of the required minimum wage to one-third. Ban on sex discrimination in pay was strengthened.

Idaho—In a now-familiar pattern, the Republican legislature voted to repeal the "little Davis-Bacon Act" prevailing wage requirement for state construction, but failed to override the veto by Democratic Gov. John V. Evans.

Illinois—A major advance was enactment of a law granting collective bargaining rights for most public employees, including the right to strike unless public health or safety is endangered. Teachers were covered by a separate, comparable law. Police and firefighters were excluded and are seeking legislation that includes binding arbitration of their contract disputes. The law allows contracts covering public workers to require "fair share" agency shop payments from non-members to cover non-political union expenses.

Other new legislation included a three-step raise in the minimum wage, to reach the $3.35 federal level on Jan. 1, 1986; right-to-know law allows an employee to refuse to work with a toxic substance if the employer has refused to provide information about its hazards.

The state's prevailing wage requirements were strengthened and state and local agencies are required to buy American-made steel products. Workers throughout the state are guaranteed access to personnel records, with the right of response, and a new law declares it public policy to prevent sexual harassment in employment.

Sanitation standards were set for farms using migrant workers.

Iowa—A new law that will take effect July 1 establishes a policy that state employees will receive equal pay for jobs of comparable worth. It will be preceded by a job evaluation study that will focus on predominantly male and female job categories.

In another area, the legislature barred employers from requiring an employee or an applicant for a job to take a polygraph examination as a condition of employment.

Maine—Legislature adopted, subject to referendum approval, an equal rights amendment to the state constitution. A new law bars use of state payments to health care institutions for hiring of any person whose services result in committing an unfair labor practice under federal or state law.

Maryland—Coverage of the prevailing wage law was extended to include local contracts involving at least 50 percent state funding (75 percent for school construction). Previously local government contracts were covered only if 100 percent state-funded.

Massachusetts—Right-to-know law was enacted requiring employer to provide both information and safety training on hazardous substances.

Minnesota—Right-to-know law was enacted on final day of session, including a training requirement. Employers who provide maternity or paternity leave to biological parents are required to allow leave under the same conditions to adoptive parents.

Nevada—Prevailing wage law was enacted to apply only construction contracts over $20,000; the previous floor was $4,000.

New Hampshire—State right-to-know law enacted, including right to refuse to work with toxic substances if employer has refused information. Existing law allowing 75 percent of minimum wage to be paid to persons 18 or under amended to apply only to persons 17 or under. New law gives workers right to inspect personnel files and have their response made a part of the record.

New Jersey—Strong right-to-know law was enacted despite opposition from the state's many chemical manufacturing concerns.

New Mexico—Minimum wage for workers receiving tips increased from $1.60 to $2.01.

New York—Minimum wage for farmworkers was raised from $2 to $2.75 an hour as of Feb. 4, 1984, and will rise to the $3.35 level guaranteed other workers on July 1, 1984. Prevailing wage law was amended to set the collective bargaining rate as the pay level provided it is received by at least 30 percent of the workers in a locality.

North Carolina—"Anti-slavery" law was enacted to spur prosecution of farm labor contractors who trap workers into perpetual debt to keep them in virtual bondage.

North Dakota—Human rights law was enacted banning discrimination in employment and housing, including job discrimination because of age for persons 40 to 70. Physical or mental handicaps are covered. Discrimination based on sex is defined to include sexual harassment.

Ohio—Landmark bargaining law was enacted for state and local employees, with procedures to adjudicate unfair labor practice charges and right to negotiate an agency shop. If mediation fails, most employees will have a right to strike if they reject a fact-finding panel's recommendations by a three-fifths vote of the bargaining unit. Binding arbitration is provided for disputes involving police and firefighters. A 1947 law barring public employee strikes and setting stiff penalties was repealed. Democratic victories in the 1982 legislative and gubernatorial elections set the stage.

Oklahoma—The minimum wage, previously $3.10, was raised to the federal level of $3.35 for employers of 10 or more. Most such employers are already covered by federal law. In smaller establishments, the minimum was raised from $1 to $2.

Pennsylvania—The ban on age discrimination under state law was amended to protect persons up to age 70, instead of 62.

Oregon—A new law set up a task force to seek a sexually neutral job and pay classification system for state employees.

Rhode Island—Right-to-know legislation was enacted, and a survey of sex-based pay inequities in state job classifications was ordered.

Texas—State's first equal employment law was enacted, covering only establishments with 15 or more workers.

Utah—Work in excess of eight hours a day will no longer be unlawful in smelters and underground mines if state industrial commission certifies it is not harmful to a worker's health, safety or welfare. Public employees now may serve as delegates to a political convention or serve on a party committee.

Vermont—Establishments can now operate on Sundays and holidays.

Washington—The legislature voted to set up a 10-year phase-in of comparable worth pay for state employees, but a federal court upheld a suit brought by the State, County & Municipal Employees and ordered that the state complete the job within two years—with back pay rights dating back to 1979.

Thanks from United Way

Under a negotiated payroll plan, New York's Carpenters contributed more than $300,000 to the city's United Way campaign over a two-year period. James Viggiano, left, vice president of the Carpenters district council, accepts a plaque of appreciation from Louis L. Levine, former state labor commissioner. Thomas Theobald, center, is chairman of the city's United Way campaign.

Copyright law change urged in wake of TV taping decision

A Supreme Court ruling that home video taping of television broadcasts doesn't violate copyright laws makes it necessary for Congress to assure that creative artists and performers are fairly compensated for their work, the AFL-CIO Dept. for Professional Employees urged.

DPE Director Jack Golodner said after the high court's Jan. 17 decision that it is now "up to Congress to see to it that performing artists and supporting personnel in television, film and record production are compensated for copyrighted material." The court's 5-4 decision allowing home taping goes "against their interests," he asserted.

Golodner said AFL-CIO unions representing workers in the entertainment industry and performing arts are "greatly disappointed" with the court's conclusion. But he pointed out that the court's opinion did acknowledge that Congress has the responsibility and the power for making laws that will ensure "that America's creative and intellectual talents receive a fair share of the fruits of their labors."

The high court decision reversed a lower court ruling that the copying of programs and the sale of video recorders were illegal without some form of compensation to the copyright owners and the entertainment industry. The justices said that taping in the home strictly for limited, noncommercial use is not a violation of the existing copyright statute.

Golodner noted that Sen. Charles M. Mathias (R-Md.) and Rep. Don Edwards (D-Calif.) have introduced legislation in both houses of Congress that would "fairly and sensibly" compensate performers and the industry.

The proposed legislation would provide for royalties to be paid by the manufacturers of blank tapes and recording equipment. The proceeds would be pooled and divided among the copyright owners.

Golodner stressed that manufacturers of sound and video recording devices and blank tapes should "contribute a small part of their profits to those who create the material which makes recording equipment a very popular, marketable item."

Without compensation for the loss of control of their products and for the profits lost because of copying, the quality and quantity of sound, film and videotaped performances is likely to diminish, Golodner warned.

Indicators signal slowdown in recovery

Unemployment may remain painfully high this year and economic growth may be less than the Administration's forecast, several indicators suggest.

The Commerce Dept. reported that housing starts and building permits both fell last month from November levels. Also disquieting to some forecasters was the department's report that retail sales, adjusted for seasonal factors, rose only one-tenth of 1 percent from November. It was the smallest rise in four months.

Meanwhile, the Federal Reserve Board said that the output of the nation's factories rose five-tenths of 1 percent in December, the smallest monthly gain in almost a year.

These reports indicated that recovery from the long Reagan Recession was slowing while joblessness remained high.

The report on housing starts and building permits was significant since the two indicators generally foreshadow where the economy may be heading. Both have been edging downward since last summer.

Cold weather contributed to the December decline in starts of new housing. The month's decline compared with a 5.5 percent increase in November. The December setback occurred entirely in single-family home construction, down 11.4 percent.

Domestic retail sales in December were up only one-tenth of 1 percent from November, although for the year they were up 9.1 percent from 1982. A far sharper increase had been expected.

The late December cold wave also was expected to figure in higher heating oil bills for homeowners. After the cold spell crippled the refineries, major home-heating oil suppliers raised wholesale prices by between 5 and 8 cents to the 90-cent-a-gallon range.

Reflecting a slower rate of expansion in the fourth quarter, the rate of factory capacity utilization among U.S. industries posted only a three-tenths of 1 percent increase in December. Although the improvement over the month was less rapid than gains earlier in the year, it brought the pace of industry to its busiest since September 1981, 79.4 percent.

The rise of five-tenths of 1 percent in industrial production last month followed a jump of seven-tenths of 1 percent in November and a rise of eight-tenths of 1 percent in October. It was the smallest increase since a five-tenths of 1 percent increase posted last February.

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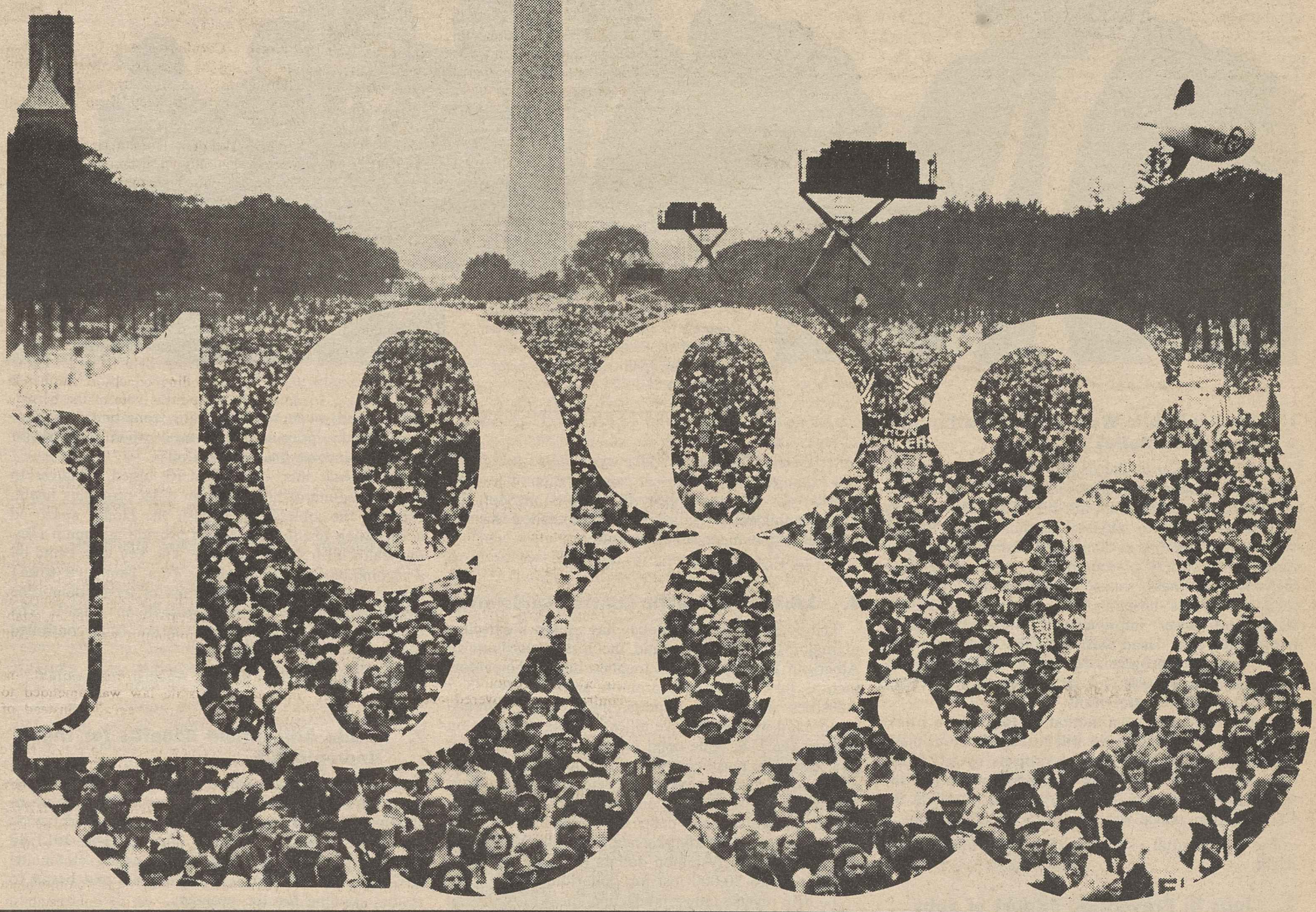


A REPORT ON CONGRESS

By Lane Kirkland

Each year the AFL-CIO evaluates the voting performance of every member of Congress on matters that touch the lives of American working men and women. This *Report on Congress* is the result of that analysis. It provides a representative number of votes by each Senator and Representative which clearly indicate a concern—or a lack thereof—for America's working people on issues of jobs, health care, unemployment, retirement and the quality of life.

The mid-term election of November 1982 saw a shift away from a Congress dominated by those who had rubber-stamped the disastrous Reagan economic policies. Many disciples of Reaganomics were defeated in the House; unfortunately, the Senate remained in control of the Reaganites. In January 1983 a new Congress convened, which clearly had lost its stomach for further dismantling of the federal system by the Reagan administration. Whether damage could be repaired was a question.

The House of Representatives with its Democratic majority pushed forward with legislation to ease the recession, to put people back to work, to provide assistance to the unemployed, and those who had lost their health care coverage. But at virtually every turn this progress was thwarted by the Senate and by the threat of Reagan vetoes.

The conflict between the House where Democrats had a working majority and the Senate/White House majority often produced stalemate. The House's improved margin of new Democrats in 1983 provided the margin of success for much legislation. There were losses—such as the passage of the job-destroying Caribbean Basin Initiative—which tells us we have more work to do in improving the make-up of the House.

• The House took the lead in passing legislation to put Americans back to work. But only one jobs bill achieved final passage during the Reagan recession, and Republican House leaders tried to whittle it down to a mere token. The House voted to provide more jobs in projects such as highway and transit repair, improvements of veterans' hospitals and other public facilities. Later in the year, as unemployment levels remained excessive, the House passed a second jobs bill to employ people on local projects. The Senate has not passed this bill, and President Reagan is expected to veto whatever is produced.

• The Democratic-controlled House passed the domestic content bill, which would restore up to a million jobs in auto production and supplier industries. Once again, the Senate has failed to act and the President has declared his opposition.

• The House passed legislation to help the jobless maintain health insurance for their families. Because many of the unemployed are not eligible for Medicaid, this legislation is literally a life-and-death matter. So far the Senate has failed to pass a bill; the White House has threatened another veto.

• The House approved a bill to provide short-term loans to unemployed homeowners who are threatened with foreclosure on their mortgages. The program was tightly restricted to minimize any cost or waste, but it was unacceptable to Senators.

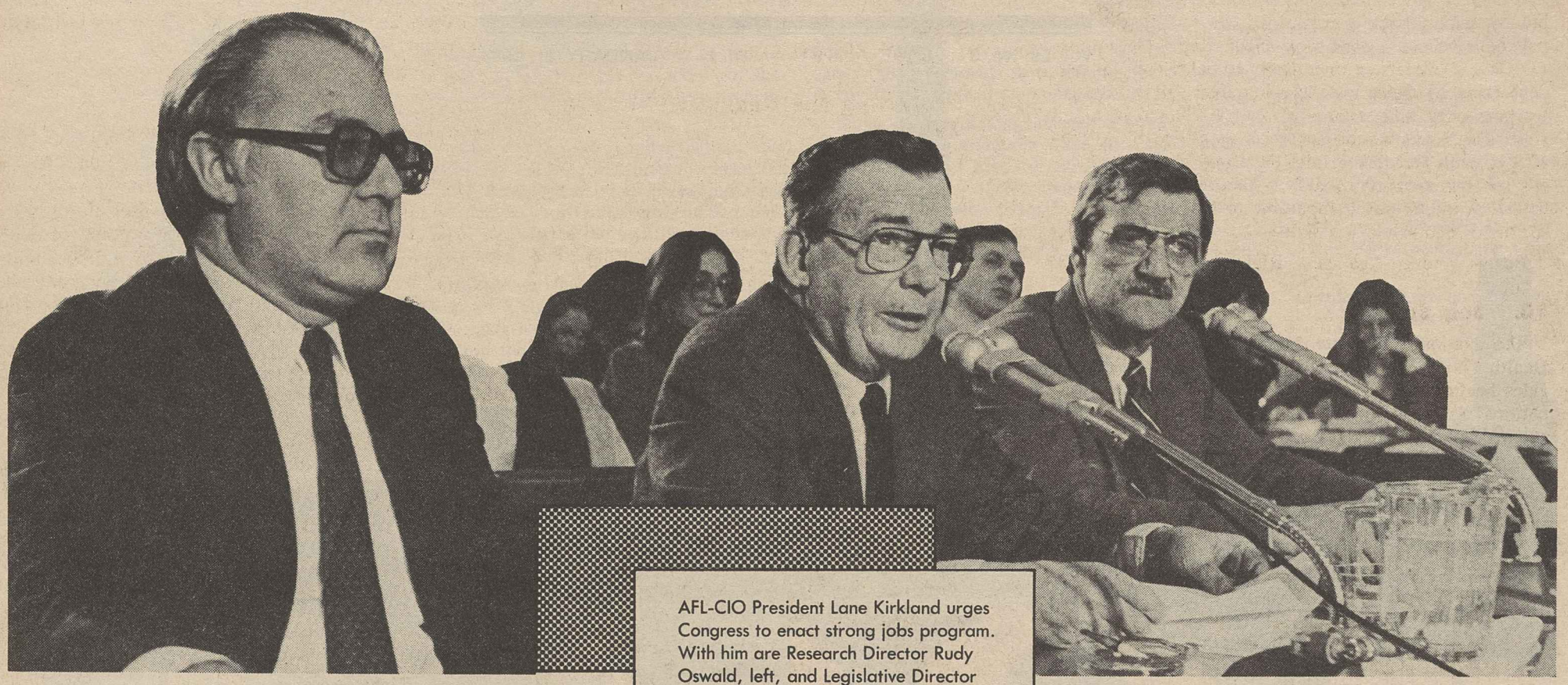
• The House passed a tax-fairness bill that would have placed a $700 "cap" on the amount of tax reduction any individual could receive from the 1983 tax cut. The proposal guaranteed a full tax cut to all who earn up to $45,000 per year (which would be less than $700) and $700 for those who earn more. The Republican majority in the Senate voted against this fair tax reform and deficit-reduction measure. The result was that the very wealthy will receive $20 billion over the next few years.

• In votes on unemployment compensation, Trade Adjustment Assistance, job creation and job training, fairness in government and fairness in taxes, the basic issue remains the same: Good legislation passed the House but has been trampled by Republicans in the Senate and the Reagan White House.

1983's message to unionists in this voting record of the Congress is clear: If we want an Administration that does more than just shrug its shoulders at the problems of the nation's workers and their families while rewarding the wealthy with new, bigger tax breaks and benefits, we can start right here. The charts on the following pages will tell you where your legislators were when they had to stand up and cast their votes. All of these members of the House are up for election this year, and so are one-third of the members of the Senate, and the President. You be the judge.

This special section carries labor's 1983 report card on Congress tabulating the votes on major issues of concern to the AFL-CIO in the first session of the 98th Congress. Congressmen and Senators have been judged on 17 key issues—"R-right" or "W-wrong" on the basis of the position the AFL-CIO took on the legislation. The tables also include the cumulative voting record and cumulative "right" percentage of each member since election to the House or Senate. With the voting records are brief descriptions of the issues—what the vote was about and its importance to the labor movement and the nation. Issues of prime importance to labor are the first 10 votes in the House and the first 7 votes in the Senate. In the tabulations they are the votes listed to the left of the rules.

Labor's Stand on Major Issues in the House



AFL-CIO President Lane Kirkland urges Congress to enact strong jobs program. With him are Research Director Rudy Oswald, left, and Legislative Director Ray Denison.

1. Jobs I: Public Works Job Creation and Recession Relief

With the nation in the depths of the worst postwar recession, Congress in March passed a $4.9 billion job-creation and humanitarian aid bill. This was the only anti-recession bill to survive the threat of a Reagan veto and a Republican-dominated Senate. It included funds for a variety of job-creating projects including highway and mass transit improvements, repair of schools, veterans' hospitals and other public buildings, water and sewer improvements, weatherization of homes, day care, Head Start and other social services, and special jobs programs for youths and the elderly. The legislation provides for temporary employment of nearly one million Americans.

A key vote came on a motion by Rep. Silvio Conte (R-Mass.) to recommit the bill to committee in order to cut funding for construction projects by $423 million. The AFL-CIO, urging Congress to approve the strongest possible jobs package, worked to defeat the Conte motion, which was rejected 158-256 on Mar. 3.

For recommittal — Wrong. Against recommittal — Right.

2. Jobs II: Preventing Export of Jobs

In 1983 the Reagan Administration once again pushed its so-called Caribbean Basin Initiative, a package of tax and trade privileges that would wipe out all tariffs and protections, thus stimulating Caribbean imports into the United States and further wiping out U.S. jobs. President Reagan claimed his bill was designed to boost the economies of friendly Caribbean nations. A close reading of the legislation, however, revealed that once again the Reagan Administration was pushing welfare for multinational corporations, not the needy workers of the Caribbean nations. For example, under the Reagan bill only 20 percent of a product need be made in a Caribbean nation, the remainder could come from factories elsewhere, including the Far East. All would be duty-free.

The AFL-CIO endorsed an alternative bill designed to provide real help to Caribbean nations while preventing export of U.S. jobs. But the job-saving alternative did not receive consideration because 131 House Republicans, with the help of 81 Democrats, blocked its consideration by narrowly passing a debate rule that allowed only the Reagan bill to come to a vote, with no chance for job-saving amendments. The "closed" rule was approved by a 212-204 vote on July 13.

For the rule — Wrong. Against the rule — Right.

3. Jobs III: Local Public Service Jobs

As the Reagan recession continued to take its toll through the fall of 1983, tht AFL-CIO continued to urge Congress to approve jobs legislation to help the 18.2 million unemployed or underemployed Americans. The House responded by passing a $3.5 billion jobs bill designed to improve community services such as health care and immunization, nutrition for the elderly and handicapped, emergency food and shelter for the unemployed and homeless, and day care for children of working parents. The bill sponsored by Rep. Gus Hawkins (D-Calif.) also includes funds for repair of public streets, bridges, public buildings, and water systems. Priority for jobs would go to those who had exhausted unemployment compensation. The community jobs bill was approved 246-178 on Sept. 21. The Republican controlled Senate has stalled this important employment relief measure.

For — Right. Against — Wrong.

4. Jobs IV: Domestic Content Legislation

The flood of imported goods has caused the decline of major U.S. industries and the loss of millions of American jobs. While our toughest trade competitors such as Japan vigorously promote and subsidize their industries and restrict imports, the Reagan Administration and its conservative allies in Congress insist on keeping the U.S. wide open to imported goods. Often U.S. products must compete with foreign goods produced with heavy government aid under low-wage conditions. In 1983 these one-way trade policies generated the worst trade deficit in manufactured goods in U.S. history, exploding to nearly 70 billion—double that of 1982. Every billion dollars in deficit translates into 25,000 to 50,000 lost job opportunities.

To help reverse industrial decline, the AFL-CIO and its affiliates worked hard to achieve passage of the domestic auto content bill, which would require foreign auto and truck manufacturers with large sales volume in the United States to produce increasing portions of their vehicles here, using American labor and materials. This legislation would restore an estimated one million jobs in auto production and its supplier industries of steel, glass, electronics, rubber, textiles, plastics, etc. In a major victory for labor, the House approved the content bill by a 219-199 vote on Nov. 3. The legisiation faces an uncertain future in the Senate where conservative Republicans are in control, and President Reagan has declared his opposition to the measure.

For — Right. Against — Wrong.

5. Davis-Bacon: Fair Wages for Construction Workers

The 1931 Davis-Bacon Act insures that workers on federally financed construction projects will be paid at wage rates that prevail in their area of the country. For over 50 years it has assured local contractors who uphold community labor standards a fair chance to compete for government projects without being undercut by outside firms using cut-rate labor. It has also protected the government and taxpayers from fly-by-night operators seeking to win federal contracts by paying wages too low to attract competent craftsmen.

In 1983, House conservatives led by Rep. Robert Walker (R-Pa.) renewed their piecemeal attack on the law by trying to remove Davis-Bacon protections from local construction projects under the Economic Development Act. The Walker amendment was overwhelmingly rejected 148-270 on July 12.

For — Wrong. Against — Right.

6. Health Care for the Unemployed

Most people receive their health insurance through their jobs. If they are laid off, they lose these benefits and usually find that they are not eligible for federal Medicaid assistance. The jobless and their families are then forced to do without health care or buy expensive private insurance at a time when their major source of income has been cut off.

To remedy this, the AFL-CIO urged Congress to pass a program of humanitarian relief providing health care for the jobless. In August, the House approved a $4 billion health care bill to provide minimum family health insurance protection. The key vote came on a recommittal motion by Rep. Tom Tauke (R-Iowa) to gut the bill by removing most of its funding. The Tauke motion was rejected 246-178 on Aug. 3. The bill faces an uncertain future in the GOP-controlled Senate.

For recommittal — Wrong. Against recommittal — Right.

7. Trade Adjustment Benefits for the Unemployed

In 1962 Congress created Trade Adjustment Assistance—a special program of unemployment compensation and job retraining assistance for those made jobless in industries hurt by imports. The 1981-82 Reagan Administration budget cuts nearly eliminated TAA. In 1983 Congress reversed gears and began to restore funding for the program.

In September the House passed legislation to continue the TAA program through 1985. The bill added more funds for the program and extended its benefits to workers displaced in industries that supply the primary manufacturers. Conservatives led by Rep. Bill Frenzel (R-Minn.) tried to recommit the bill in order to cut funding and restrict eligibility for TAA benefits. Frenzel's motion was rejected 194-218 on Sept. 15.

For recommittal — Wrong. Against recommittal — Right.

8. Unemployment Compensation

The Reagan recession caused the layoff of millions of Americans who had never been unemployed before, it also worsened the severity of their joblessness. The average duration of unemployment jumped from 13 weeks in January 1982 to 20 weeks in August 1983. Budget cuts in federal unemployment compensation left less than 35 percent of the currently unemployed receiving benefits.

For many of the longest-term unemployed, federal supplemental unemployment benefits—available after regular state jobless compensation is exhausted—protect against eviction from homes, hunger, and even the break-up of families. In September 1983 this supplemental federal UI program came up for renewal. Conservative Republicans led the fight against extending coverage to those unemployed the longest. A key vote came on Rep. Carroll Campbell's (R-S.C.) motion to recommit the bill in order to cut the maximum benefit from 16 weeks to only 12 weeks. The Campbell motion was rejected by the House by a lopsided 141-278 vote on Sept. 29.

For recommittal — Wrong. Against recommittal — Right.

9. Federal Workers' Pay

The unfairness of Reaganomics became apparent again in late 1983 when Congress considered a 4 percent pay raise that had been promised to federal ci-

vilian and military personnel. The Reagan tax cuts for the wealthy had pushed the budget deficit to $200 billion, and conservatives in Congress moved to reduce that deficit—not by restoring fair taxes on the wealthy, but by taking back a portion of the federal workers' pay raise before it even took effect. Rep. James Jones (D-Okla.) offered an amendment to delay the four percent raise by three months—in effect, giving federal workers only nine months of a raise instead of a full year. The Jones amendment was approved by a 245-176 vote on Oct. 25 despite the Presidential pay panel's recommendation of a 21.5 percent raise to make federal workers' pay comparable to that in the private sector for equivalent job skills.

For — Wrong. Against — Right.

10. Job Safety

The National Institute for Occupational Safety & Health (NIOSH) is the government agency that provides health-related technical information to the Occupational Safety & Health Administration (OSHA) and to the Mine Safety & Health Administration (MSHA). For example, NIOSH recommends acceptable standards on workplace chemicals and tests and certifies protective equipment; OSHA and MSHA then set the standards and enforce them.

Early in the Reagan Administration, Congress transferred NIOSH from Washington, D.C., to the Atlanta-based Centers for Disease Control. This was seen as an attempt to undercut NIOSH's mission by placing it at a geographical distance from OSHA and MSHA. In 1983 Rep. John Dingell (D-Mich.) offered an amendment to bring NIOSH under the jurisdiction of the Washington-based National Institutes of Health. The AFL-CIO argued that this would improve the efficiency of NIOSH and urged the House to approve the Dingell amendment. The proposal was defeated 186-206 on Nov. 17.

For — Right. Against — Wrong.

11. Slashing Social Security Benefits

Early in 1983 Congress passed a package of amendments to Social Security designed to improve the long-term health of the nation's No. 1 retirement plan. Most of the changes had been recommended by a bipartisan commission that included AFL-CIO President Lane Kirkland. The commission proposal was later packaged in an omnibus Social Security bill and sent to the House floor. During debate conservative Republicans and "boll weevil" Democrats succeeded in a major future weakening of the program. Rep. Jake Pickle (D-Tex.) offered an amendment to raise the retirement age from 65 to 67, starting in the year 2009 and phasing in by 2027. All workers who are now younger than 40 would be adversely affected by the amendment. It also increased from 20 percent to 30 percent the benefit reduction penalty for those retiring before age 67.

Progressive Democrats backed by the AFL-CIO countered with an alternative amendment offered by Rep. Claude Pepper. But the House rejected the alternative and approved the Pickle amendment by a 228-202 vote on Mar. 9.

For — Wrong. Against — Right.

12. Fairness in Federal Programs

In 1981 and to a lesser extent in 1982, Congressional Republicans joined by "boll weevil" Democrats approved federal budgets with drastic cuts in programs for working people and the poor along with tax cuts for the wealthy. After the 1982 elections, however, Congress viewed the results of the Reagan experiment and did not like what it saw: unemployment, soup lines and enormous budget deficits. In March 1983 the House approved an AFL-CIO-backed budget that began to restore funding of jobs, training, unemployment benefits, education, and other programs. This budget, while not as comprehensive as what the AFL-CIO had proposed, stopped the Reagan Administration slashing of programs and began the turnaround of budget priorities. The AFL-CIO-backed budget was approved 229-196 on Mar. 23.

For — Right. Against — Wrong.

13. Protecting the Unemployed from Eviction

With 9.4 million Americans out of work and fewer than 35 percent of them receiving unemployment benefits, the House passed a recession relief program of emergency loans to help unemployed homeowners avoid foreclosure and loss of their homes. The House-passed legislation was modest and well-crafted; it would authorize $760 million in emergency loans to jobless homeowners considered good risks to repay the loan when economic conditions improve and they find work again. This bill also provided emergency shelter for the homeless. The House passed the mortgage foreclosure relief bill 216-196 on May 11 despite opposition by the Reagan White House and House Republicans. The AFL-CIO continues to urge action in the Senate where conservative Republicans have stalled the measure.

For — Right. Against — Wrong.

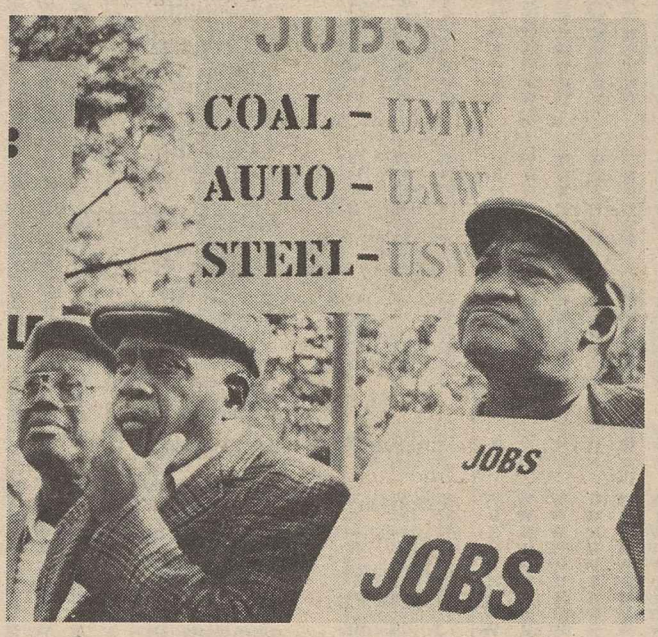
14. Affordable Telephone Service for All Consumers

Under a federal court order, the American Telephone & Telegraph Co. was broken up on Jan. 1, 1984, into seven regional companies that provide local service. A new AT&T keeps long-distance lines and other operations. The shake-up of the nation's telephone system threatens to double or even triple phone rates for basic residential service. While proposed local rate increases are state regulatory matters that Congress cannot prevent, proposals for nationwide rate increases did come under congressional scrutiny in 1983.

These were the proposed "access charges" that the pro-business Federal Communications Commission (FCC) sought to allow AT&T to impose for access to long-distance lines. Residential consumers would be hit with extra charges beginning at $2 per month in 1984 and increasing to as much as $10 per month in 1990—even if the consumer made no long-distance calls. And this would be on top of state-approved rate increases. Most of this money would be soaked up by AT&T as extra profits.

The AFL-CIO urged Congress to prohibit the access charge, warning that a combination of rate increases could make basic telephone service unaffordable for many Americans, especially the poor and elderly on fixed incomes. The House passed legislation to ban the access charges, with a key vote coming on an amendment by Rep. Tom Tauke (R-Iowa) which would have merely delayed the charges until a later date. The Tauke amendment was rejected 142-264 on Nov. 10. President Reagan has indicated he opposes legislation to prevent the unfair access charges.

For — Wrong. Against — Right.



15. Equal Rights Amendment

The AFL-CIO has long supported the Equal Rights Amendment, which states simply that "Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex." The American public supports ERA by a 2-to-1 margin, but it has become the target of right-wing extremists. Although ERA passed the Congress in 1972 and was subsequently ratified by 35 states, right-wing efforts were successful in blocking ratification by the three additional state legislatures needed to make it part of the U.S. Constitution by the June 1982 deadline.

In 1983, the AFL-CIO joined with women's and civil rights organizations in a new campaign to gain adoption of ERA. Although approved quickly by House committee, the amendment temporarily ran aground during a procedural squabble in the House. By a close 278-147 House vote on Nov. 15, the House failed to approve ERA. This was six votes short of the two-thirds majority needed to pass a Constitutional amendment under the expedited debate procedure backed by ERA proponents. House Floor action on ERA is expected again in 1984.

For — Right. Against — Wrong.

16. Tax Fairness I

In 1983, Congress continued its struggle to restore an element of fairness in taxes, after it had approved in 1981 the largest tax giveaway in the nation's history. After extended discussions and maneuvering, the House fashioned a compromise tax bill which would have raised $8 billion in new revenues over three years through a variety of carefully constructed tax reforms. This bill would have closed some of the 1981 Reagan tax loopholes and solved a number of other longstanding problems in the tax code. The bill also contained a prohibition against taxation of employee fringe benefits—a new tax on working people that President Reagan had been pushing.

Unfortunately, many of the same representatives who voted for the irresponsible Reagan tax windfalls voted to kill this tax reform bill by defeating the debate rule for consideration of the bill. The rule failed to achieve passage by a 204-214 vote on Nov. 17, thus preventing action on the tax bill.

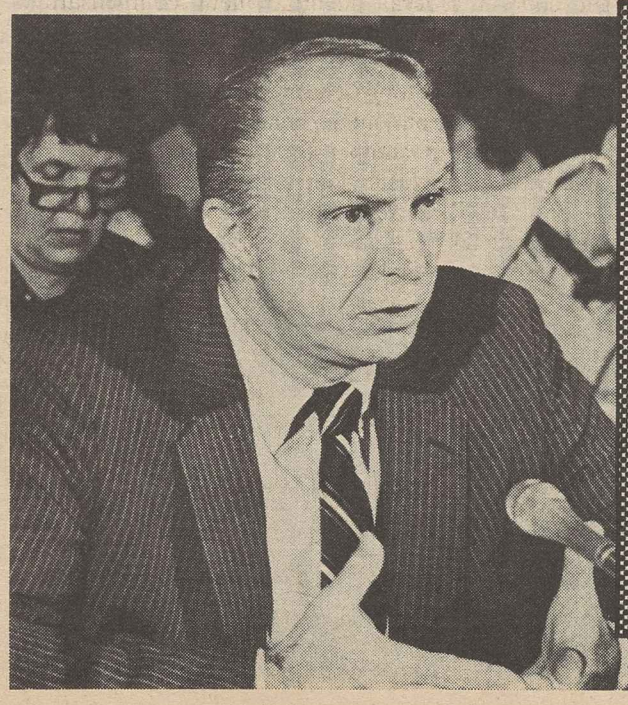
For the rule — Right. Against the rule—Wrong.

17. Tax Fairness II

In 1981 Congress approved a three-year package of Reagan "supply side" tax cuts, ignoring the AFL-CIO's warning that the bill gave the bulk of its benefits to the wealthy. By 1983 the AFL-CIO's prediction came true. Working people had received a paltry $5 or $10 per week in Reagan tax cuts, an amount erased by higher state and local taxes. The wealthy, meanwhile, enjoyed huge windfalls. The President himself, with an income of $750,000 in 1982, received $91,619 that year in tax benefits from his own legislation.

To restore an element of fairness, the AFL-CIO urged Congress to "cap" the 1983 tax savings at $720 per taxpayer, thus maintaining full tax cuts for families with incomes of $45,000 or less, but stopping the enormous windfalls for those who don't need extra tax cuts. The House passed this tax-fairness legislation 229-191 on June 23. Unfortunately, the Republican-controlled Senate later killed the bill.

For — Right. Against Wrong.



Left: AFL-CIO Sec.-Treas. Thomas R. Donahue at House hearings on pay equity for women.

Above: Workers from hard-hit industries protest Reagan economic policies at Washington rally.

Right: Administration moves to cut social security benefits are vigorously opposed by AFL-CIO Associate Legislative Director Robert McGlotten and Social Security Director Bert Seidman.

How Your Members Voted in th

	Jobs I	Jobs II: CBI	Jobs III	Jobs IV: "Content"	Prevailing Wages	Health Care for Jobless	Trade Adjustment	Unemployment Comp.	Federal Workers' Pay	Job Safety, Health	Total Labor Votes		Social Security	Fair Programs	Foreclosure Relief	Telephone Bills	ERA	Fair Taxes I	Fair Taxes II	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	7	8	9	10	R	W	11	12	13	14	15	16	17	R	W	%
ALABAMA																						
1. Edwards (R)	R	W	W	W	W	W	W	W	W	A	1	8	W	W	W	W	W	W	W	35	217	14
2. Dickinson (R)	W	W	W	W	W	R	W	W	W	W	1	9	W	W	W	A	W	W	W	25	227	10
3. Nichols (D)	R	W	R	R	R	R	W	R	W	W	6	4	R	W	W	R	W	W	R	72	165	30
4. Bevill (D)	R	R	R	R	R	R	R	R	W	W	8	2	R	R	R	R	R	R	R	134	105	56
5. Flippo (D)	R	W	R	R	R	R	R	R	W	A	7	2	W	R	R	R	R	R	R	66	56	54
6. Erdreich (D)	R	R	R	R	R	R	R	R	W	W	8	2	R	W	R	R	R	W	R	13	4	76
7. Shelby (D)	R	W	R	R	R	R	R	R	W	W	7	3	W	W	R	R	W	W	W	32	59	35
ALASKA																						
AL Young (R)	W	W	R	R	R	R	A	R	R	R	7	2	W	W	W	W	R	W	W	70	108	39
ARIZONA																						
1. McCain (R)	W	W	W	W	W	W	W	W	W	R	1	9	W	W	W	W	W	W	W	1	16	6
2. Udall (D)	R	R	R	R	R	R	R	R	R	A	9	0	W	R	R	R	R	R	R	205	36	85
3. Stump (R)	W	W	W	W	W	W	W	W	R	W	1	9	W	W	W	W	W	W	W	12	118	9
4. Rudd (R)	R	W	W	W	W	W	W	A	W	A	1	7	W	W	W	W	W	W	W	11	117	9
5. McNulty (D)	R	R	R	R	R	R	R	R	W	W	8	2	W	R	W	R	R	R	R	13	4	76
ARKANSAS																						
1. Alexander (D)	R	W	R	R	R	R	R	A	R	R	8	1	W	R	R	R	R	R	R	137	78	64
2. Bethune (R)	W	R	W	W	R	W	W	W	W	W	2	8	W	W	W	W	W	W	W	15	74	17
3. H'm'rschmidt (R)	R	A	W	W	R	W	W	W	W	W	2	7	W	W	W	W	W	W	W	38	204	16
4. Anthony (D)	R	W	R	W	R	R	R	R	W	R	7	3	W	R	W	R	A	R	R	47	41	53
CALIFORNIA																						
1. Bosco (D)	R	R	R	W	R	R	R	R	R	R	9	1	R	R	R	R	R	R	W	15	2	88
2. Chappie (R)	W	W	W	W	W	W	W	W	W	A	0	9	W	W	W	W	R	W	W	3	47	6
3. Matsui (D)	R	R	R	R	R	R	R	R	R	R	10	0	W	R	R	R	R	R	R	81	10	89
4. Fazio (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	78	12	87
5. Burton, P. (D)	R	*	*	*	*	*	*	*	*	*	1	0	R	R	*	*	*	*	*	225	15	94
5. Burton, S. (D)	*	R	R	R	R	R	R	R	R	R	9	0	*	*	*	R	R	R	*	12	0	100
6. Boxer (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	17	0	100
7. Miller (D)	R	R	R	R	R	R	A	R	W	R	8	1	R	R	R	R	R	R	R	154	16	91
8. Dellums (D)	W	R	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	202	19	91
9. Stark (D)	R	A	R	R	R	R	A	R	R	R	8	0	W	R	R	R	R	R	R	171	16	91
10. Edwards (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	248	18	93
11. Lantos (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	44	6	88
12. Zschau (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	R	W	W	1	16	6
13. Mineta (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	156	22	88
14. Shumway (R)	W	A	W	W	W	W	W	W	W	W	0	9	W	W	W	W	W	W	W	5	80	6
15. Coelho (D)	R	R	R	A	R	R	R	R	R	R	9	0	R	R	R	R	R	R	R	72	16	82
16. Panetta (D)	R	R	R	W	R	R	W	R	W	R	7	3	R	R	R	R	R	R	R	96	36	73
17. Pashayan (R)	W	W	W	W	R	W	A	W	W	W	1	8	W	W	W	W	W	W	W	20	68	23
18. Lehman (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	17	0	100
19. Lagomarsino (R)	W	W	W	W	R	W	W	W	R	W	2	8	W	W	W	W	W	W	W	23	167	12
20. Thomas (R)	W	W	W	W	W	W	W	W	W	R	1	9	W	W	W	W	R	W	W	7	81	8
21. Fiedler (R)	W	W	W	W	W	W	W	W	R	W	1	9	W	W	W	W	R	W	W	7	41	15
22. Moorhead (R)	A	W	W	W	W	W	W	W	W	W	0	9	W	W	W	W	W	W	W	16	178	8
23. Beilenson (D)	R	W	R	W	R	R	R	R	W	R	7	3	W	R	R	R	R	R	R	102	28	78
24. Waxman (D)	A	R	R	W	R	R	R	R	R	R	8	1	R	R	R	R	R	R	R	151	20	88
25. Roybal (D)	A	R	R	R	R	R	R	R	W	W	7	2	R	R	R	R	R	R	R	248	17	94
26. Berman (D)	R	W	R	R	R	R	R	R	W	R	8	2	R	R	R	R	R	R	R	15	2	88
27. Levine (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	R	16	1	94
28. Dixon, J. (D)	R	R	R	R	A	R	R	R	R	R	9	0	R	R	R	R	R	R	R	83	3	97
29. Hawkins, A. (D)	A	A	R	R	A	R	R	R	R	A	6	0	R	R	R	R	R	R	R	237	11	96
30. Martinez (D)	R	R	R	R	R	R	R	R	R	A	10	0	R	R	A	R	R	R	A	27	0	100
31. Dymally (D)	R	W	R	R	R	R	R	R	R	A	8	1	R	R	R	R	R	R	R	42	2	95
32. Anderson (D)	R	R	R	W	R	A	R	R	R	R	8	1	R	R	R	R	R	R	W	192	39	83
33. Dreier (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	0	51	0
34. Torres (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	17	0	100
35. Lewis (R)	W	W	W	W	R	W	W	W	R	A	2	7	W	W	W	W	A	W	W	10	76	12
36. Brown (D)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	A	R	R	R	206	22	90
37. McCandless (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	0	17	0
38. Patterson (D)	A	R	R	R	R	R	R	R	W	R	8	1	R	R	R	R	R	R	R	135	24	85
39. Dannemeyer (R)	W	W	W	W	A	W	W	W	W	W	0	9	W	W	W	W	W	W	W	5	85	6
40. Badham (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	12	114	10
41. Lowery (R)	A	W	W	W	W	W	W	W	W	W	0	9	W	W	W	W	W	W	W	1	50	2
42. Lungren (R)	W	W	W	W	W	W	W	A	W	W	0	9	W	W	W	W	W	W	W	4	86	4
43. Packard (R)	W	A	W	W	W	W	W	W	W	W	0	9	W	W	W	W	W	W	W	0	16	0
44. Bates (D)	R	R	R	W	R	R	A	R	R	R	8	1	W	R	R	R	R	R	R	14	2	88
45. Hunter (R)	W	W	W	R	W	W	W	W	W	W	1	9	W	W	W	R	W	W	W	10	41	20
COLORADO																						
1. Schroeder (D)	W	R	R	R	R	R	R	R	W	R	8	2	R	R	W	R	R	W	R	146	49	75
2. Wirth (D)	R	W	R	R	R	R	R	W	R	W	7	3	R	R	R	R	R	R	R	129	43	75
3. Kogovsek (D)	R	R	R	R	R	R	R	R	W	A	8	1	R	R	R	R	R	R	R	77	12	87
4. Brown, Hank (R)	W	R	W	W	W	W	W	W	R	W	1	9	W	W	W	W	R	W	W	4	48	8
5. Kramer (R)	R	R	W	W	W	W	W	W	W	W	2	8	W	W	W	A	W	W	W	13	73	15
6. Schaefer (R)	*	W	W	W	W	W	W	W	R	W	1	8	*	*	W	W	W	W	W	1	13	7
CONNECTICUT																						
1. Kennelly (D)	R	W	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	33	4	89
2. Gejdenson (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	48	4	92
3. Morrison (D)	R	R	R	R	R	R	R	R	W	A	8	1	R	R	R	R	R	R	R	15	1	94
4. McKinney (R)	W	R	R	R	R	W	W	W	W	W	4	6	W	W	W	W	R	W	W	117	89	57
5. Ratchford (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	79	10	89
6. Johnson (R)	W	W	R	R	R	W	R	A	W	W	4	5	R	W	W	W	R	R	W	7	9	44
DELAWARE																						
AL Carper (D)	R	R	W	R	R	R	W	R	W	W	6	4	W	R	R	W	R	W	R	10	7	59
FLORIDA																						
1. Hutto (D)	R	W	W	W	W	R	W	R	W	W	3	7	W	W	W	R	W	W	W	32	57	36
2. Fuqua (D)	R	W	R	W	W	R	W	R	R	W	6	4	W	R	R	W	W	W	R	92	162	36
3. Bennett (D)	R	W	R	W	R	R	W	R	W	W	5	5	W	W	R	R	W	R	R	142	184	44
4. Chappell (D)	R	W	R	W	W	R	W	R	A	W	4	5	W	W	W	R	W	R	W	70	152	32
5. McCollum (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	4	48	8
6. MacKay (D)	R	W	W	W	R	R	R	R	W	W	5	5	W	R	W	R	R	R	R	10	7	59
7. Gibbons (D)	R	W	R	W	W	R	R	R	W	W	5	5	W	R	W	R	R	R	W	145	115	56
8. Young (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	R	W	W	W	33	191	15
9. Bilirakis (R)	W	R	W	W	W	W	W	W	W	W	1	9	W	W	W	R	W	R	W	3	14	18
10. Ireland (D)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	R	W	W	W	20	103	16
11. Nelson (D)	R	W	W	W	W	R	W	W	W	W	2	8	R	R	W	R	R	R	R	35	56	38
12. Lewis (R)	W	W	W	W	W	W	W	W	W	W	0	10	R	W	W	W	R	R	W	3	14	18
13. Mack (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	R	W	W	1	16	6
14. Mica (D)	R	W	W	W	R	R	R	R	W	R	6	4	R	R	R	R	R	W	R	48	40	55
15. Shaw (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	3	49	6
16. Smith (D)	R	W	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	16	1	94
17. Lehman (D)	R	W	R	A	R	R	R	R	R	A	7	1	R	R	R	R	R	R	R	162	27	86
18. Pepper (D)	R	W	R	R	R	R	R	R	W	R	8	2	R	R	R	R	R	R	R	243	18	93
19. Fascell (D)	R	W	R	R	R	R	R	R	W	R	8	2	R	R	R	R	R	R	R	250	56	82
GEORGIA																						
1. Thomas (D)	R	W	W	W	R	R	R	W	W	W	4	6	W	W	R	W	W	W	R	6	11	35
2. Hatcher (D)	R	W	R	W	R	R	R	W	W	W	5	5	W	W	R	R	R	R	R	29	20	59
3. Ray (D)	R	W	W	W	R	R	W	W	W	W	3	7	W	W	W	R	W	W	W	4	13	24
4. Levitas (D)	R	R	W	W	R	R	W	W	W	W	4	6	W	W	W	R	R	R	W	85	94	47
5. Fowler (D)	R	W	R	R	R	R	R	R	R	W	8	2	R	R	R	R	R	R	R	84	41	67
6. Gingrich (R)	W	W	W	R	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	5	84	6
7. McDonald (D)	W	R	*	*	W	W	*	*	*	*	1	3	W	W	W	*	*	*	W	11	160	6
7. Darden (D)	*	*	*	*	*	*	*	*	*	W	0	1	*	*	*	R	R	W	*	2	2	50
8. Rowland (D)	A	W	W	W	R	R	W	W	R	W	3	6	W	W	R	W	W	W	R	5	11	31
9. Jenkins (D)	R	W	W	W	W	R	W	W	W	A	2	7	W	R	W	A	A	A	W	41	81	34
10. Barnard (D)	R	R	W	W	W	W	W	W	R	W	3	7	W	W	W	W	W	W	W	22	105	17
HAWAII																						
1. Heftel (D)	R	A	A	W	A	A	A	A	R	R	3	1	W	R	A	R	R	R	R	87	34	72
2. Akaka (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	113	21	84
IDAHO																						
1. Craig (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	3	49	6
2. Hansen (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	13	179	7
ILLINOIS																						
1. Hayes (D)	*	*	R	R	*	*	R	R	R	R	6	0	*	*	*	R	R	R	*	9	0	100
1. Washington (D)	A	*	*	*	*	*	*	*	*	*	0	0	A	R	*	*	*	*	*	30	2	94
2. Savage (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	45	1	98
3. Russo (D)	R	W	R	R	R	R	R	R	R	W	8	2	R	W	R	A	W	R	W	135	42	76
4. O'Brien (R)	W	W	R	R	R	R	R	R	W	W	6	4	W	W	W	W	R	W	W	44	152	22
5. Lipinski (D)	R	W	R	R	R	R	R	R	R	R	9	1	W	R	R	R	W	R	W	13	4	76
6. Hyde (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	31	150	17
7. Collins (D)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	R	R	A	R	172	11	94
8. Rostenkowski (D)	R	W	R	W	R	R	R	R	A	R	7	2	W	R	R	R	R	R	R	248	35	88
9. Yates (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	283	24	92
10. Porter (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	R	W	W	7	54	11
11. Annunzio (D)	R	R	R	R	R	R	R	R	R	R	10	0	W	R	R	R	R	R	R	236	23	91
12. Crane, P. (R)	W	R	W	W	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	14	198	7
13. Erlenborn (R)	W	W	W	W	W	W	W	W	A	A	0	8	W	W	W	W	W	W	W	26	218	11
14. Corcoran (R)	A	W	W	W	W	W	W	R	W	W	1	8	W	W	W	W	W	W	A	12	118	9
15. Madigan (R)	W	W	W	R	R	R	W	R	W	R	5	5	W	W	W	W	W	W	W	57	138	29
16. Martin (R)	W	W	W	R	R	W	W	R	W	R	4	6	W	W	W	W	R	W	W	17	34	33
17. Evans (D)	R	R	R	R	R	R	R	R	R	W	9	1	R	R	R	R	R	R	R	16	1	94
18. Michel (R)	W	W	W	W	R	W	W	R	W	W	2	8	W	W	W	W	W	W	W	36	263	12
19. Crane, D. (R)	W	R	W	W	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	6	83	7
20. Durbin (D)	R	R	R	R	R	W	W	R	W	W	6	4	R	R	R	R	R	R	R	13	4	76
21. Price (D)	R	W	R	R	R	R	R	R	R	A	8	1	R	R	R	R	R	R	R	304	14	96
22. Simon (D)	R	R	R	R	R	R	R	R	A	A	8	0	R	R	R	R	R	A	R	137	29	83
INDIANA																						
1. Hall (D)	R	R	R	R	R	R	R	A	R	R	9	0	R	R	R	R	R	R	R	22	0	100
2. Sharp (D)	W	R	R	R	R	R	R	R	W	R	8	2	R	R	R	R	R	R	R	129	49	72
3. Hiler (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	3	49	6
4. Coats (R)	W	W	W	W	W	W	R	W	W	W	1	9	W	W	W	W	W	W	W	7	45	13
5. Hillis (R)	W	W	W	R	W	W	R	A	W	W	2	7	W	W	W	W	W	W	W	68	142	32
6. Burton (R)	W	W	W	R	R	W	W	W	W	W	2	8	W	W	W	A	W	W	W	2	14	13
7. Myers (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	36	206	15
8. McCloskey (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	W	16	1	94
9. Hamilton (D)	W	R	R	R	R	R	R	R	W	W	7	3	W	R	W	R	R	R	R	176	84	68
10. Jacobs (D)	W	R	R	A	R	R	R	R	A	W	6	2	R	R	R	R	R	R	R	169	68	71
IOWA																						
1. Leach (R)	W	R	R	R	W	W	W	R	W	A	4	5	W	W	W	W	R	A	W	42	90	32
2. Tauke (R)	W	W	W	W	W	W	W	R	W	R	2	8	W	W	W	W	W	W	W	17	70	20
3. Evans (R)	R	W	W	W	W	W	W	R	W	R	3	7	W	W	W	W	R	W	W	14	38	27
4. Smith (D)	R	R	R	W	R	R	W	R	R	R	9	1	R	W	R	R	R	W	W	223	57	80
5. Harkin (D)	W	R	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	W	R	128	42	75
6. Bedell (D)	W	A	R	W	R	R	W	R	W	W	4	5	W	R	R	R	W	W	R	108	67	62
KANSAS																						
1. Roberts (R)	R	W	W	W	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	1	50	2
2. Slattery (D)	R	R	R	W	R	R	W	R	W	R	7	3	W	R	W	R	R	R	R	12	5	71
3. Winn (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	36	198	15
4. Glickman (D)	R	R	R	W	R	R	W	A	W	W	5	4	W	R	W	R	R	R	R	81	52	61
5. Whittaker (R)	R	W	W	W	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	7	84	8
KENTUCKY																						
1. Hubbard (D)	R	R	R	R	R	R	W	R	R	R	9	1	R	R	R	R	W	W	R	104	71	59
2. Natcher (D)	R	R	R	R	R	R	R	R	R	W	9	1	R	R	R	R	R	W	W	224	92	71
3. Mazzoli (D)	R	W	R	W	R	R	W	R	W	W	5	5	W	R	R	R	W	R	W	149	67	69
4. Snyder (R)	W	R	W	R	W	W	W	W	W	W	2	8	R	W	W	R	W	W	W	54	203	21
5. Rogers (R)	W	R	W	R	W	W	W	W	W	W	2	8	W	W	W	W	W	W	W	14	38	27
6. Hopkins (R)	W	R	W	W	W	W	W	W	W	W	1	9	W	W	W	W	R	W	W	24	64	27
7. Perkins (D)	R	W	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	W	R	285	35	89
LOUISIANA																						
1. Livingston (R)	R	W	W	W	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	14	103	12
2. Boggs (D)	R	A	R	R	R	R	R	R	R	W	8	1	R	R	R	R	R	W	R	136	54	72
3. Tauzin (D)	R	R	R	R	W	W	W	W	R	W	4	6	W	W	W	R	R	W	W	15	39	28
4. Roemer (D)	R	R	R	W	W	W	W	W	W	W	4	6	W	W	W	R	W	W	W	12	40	23
5. Huckaby (D)	R	W	R	W	W	W	W	R	W	W	3	7	R	W	W	W	R	W	R	36	95	27
6. Moore (R)	R	W	W	W	W	W	W	R	W	W	2	8	W	W	W	W	W	R	W	16	161	9
7. Breaux (D)	R	A	R	W	W	W	W	W	R	W	2	7	W	W	W	R	R	W	R	66	125	35
8. Long (D)	R	W	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	153	91	63
MAINE																						
1. McKernan (R)	W	W	W	W	W	W	W	R	W	R	2	8	W	W	W	R	R	W	W	4	13	24
2. Snowe (R)	W	W	W	W	W	W	R	R	W	R	3	7	W	W	W	R	R	W	W	36	54	40
MARYLAND																						
1. Dyson (D)	R	R	R	R	R	R	R	R	R	W	9	1	R	W	R	R	R	W	R	40	12	77
2. Long (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	W	W	194	72	73
3. Mikulski (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	W	R	119	12	91
4. Holt (R)	W	W	W	W	A	W	A	W	R	W	1	7	W	W	W	W	R	W	W	31	164	16
5. Hoyer (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	45	4	92
6. Byron (D)	R	R	R	W	W	R	R	R	R	R	8	2	W	W	W	R	R	W	W	41	49	46
7. Mitchell (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	210	11	95
8. Barnes (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	80	8	91
MASSACHUSETTS																						
1. Conte (R)	W	R	R	R	R	W	W	R	W	W	5	5	R	W	W	W	R	W	W	176	117	60
2. Boland (D)	R	R	R	R	R	R	R	R	W	R	9	1	A	R	R	R	R	R	R	281	34	89
3. Early (D)	R	R	R	R	R	R	R	R	R	W	9	1	R	R	A	A	R	W	R	144	28	84
4. Frank (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	49	2	96
5. Shannon (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	82	7	92
6. Mavroules (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	A	R	R	R	81	7	92
7. Markey (D)	R	W	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	117	16	88
8. O'Neill (D)	SPEAKER																	R		175	9	95
9. Moakley (D)	R	W	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	179	17	91
10. Studds (D)	W	R	R	R	R	R	R	R	R	R	9	1	W	R	R	R	R	R	R	181	21	90
11. Donnelly (D)	R	R	R	R	R	R	W	R	W	R	8	2	R	R	R	R	R	R	R	74	14	84
MICHIGAN																						
1. Conyers (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	215	20	91
2. Pursell (R)	W	W	W	W	W	W	W	R	W	W	1	9	W	W	W	R	R	W	W	61	64	49
3. Wolpe (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	R	81	10	89
4. Siljander (R)	W	W	W	R	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	4	44	8
5. Sawyer (R)	W	W	W	R	W	W	W	R	W	W	2	8	W	W	W	R	A	W	W	24	102	19
6. Carr (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	W	W	15	2	88
7. Kildee (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	123	11	92
8. Traxler (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	153	25	86
9. Vander Jagt (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	R	W	38	199	16
10. Albosta (D)	R	W	R	R	R	R	R	R	W	R	8	2	R	R	R	R	R	W	R	72	19	79
11. Davis (R)	W	W	R	R	R	R	R	R	R	W	7	3	R	W	R	W	W	W	W	48	41	54
12. Bonior (D)	R	W	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	120	11	92
13. Crockett (D)	W	R	R	R	A	R	R	R	R	A	7	1	R	R	R	R	R	R	R	51	2	96
14. Hertel (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	46	3	94
15. Ford (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	236	9	96
16. Dingell (D)	R	R	A	R	R	R	R	R	R	W	9	0	R	R	R	R	R	R	R	274	22	93
17. Levin (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	R	16	1	94
18. Broomfield (R)	W	W	W	W	W	W	A	R	W	A	1	7	W	W	W	A	W	W	W	47	183	20
MINNESOTA																						
1. Penny	R	R	W	R	R	W	R	R	W	R	7	3	W	R	R	R	R	R	R	13	4	76
2. Weber (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	R	W	W	W	3	49	6
3. Frenzel (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	R	R	W	36	184	16
4. Vento (D)	W	R	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	122	12	91
5. Sabo (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	R	82	9	90
6. Sikorski (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	17	0	100
7. Stangeland (R)	W	W	W	W	W	W	W	W	R	W	1	9	W	W	W	R	W	W	W	16	117	12
8. Oberstar (D)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	R	R	W	R	164	14	92

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

* Not in Congress at time.

Number before each name shows congressional district.

...h U.S. House of Representatives

	Jobs I	Jobs II: CBI	Jobs III	Jobs IV: "Content"	Prevailing Wages	Health Care for Jobless	Trade Adjustment	Unemployment Comp.	Federal Workers' Pay	Job Safety, Health	Total Labor Votes		Social Security	Fair Programs	Foreclosure Relief	Telephone Bills	ERA	Fair Taxes I	Fair Taxes II	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	7	8	9	10	R	W	11	12	13	14	15	16	17	R	W	%
MISSISSIPPI																						
1. Whitten (D)	R	R	R	A	R	R	R	R	R	W	8	1	R	R	R	R	R	W	R	113	203	36
2. Franklin (R)	R	W	W	W	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	1	16	6
3. Montgomery (D)	R	W	W	W	W	W	W	W	W	W	1	9	W	W	W	A	W	W	R	26	215	11
4. Dowdy (D)	R	R	R	A	R	R	R	R	R	R	9	0	R	R	R	R	R	A	R	39	7	85
5. Lott (R)	R	W	W	W	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	28	166	14
MISSOURI																						
1. Clay (D)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	R	R	A	R	198	12	94
2. Young (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	W	W	W	95	33	74
3. Gephardt (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	R	102	31	77
4. Skelton (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	W	R	R	W	W	R	80	46	63
5. Wheat (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	17	0	100
6. Coleman (R)	R	W	W	R	W	W	A	W	W	W	2	7	W	W	W	R	W	W	W	21	110	16
7. Taylor (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	22	175	11
8. Emerson (R)	R	W	W	W	W	W	W	R	W	W	2	8	W	W	W	W	W	W	W	8	44	15
9. Volkmer (D)	R	R	R	R	R	R	R	R	W	W	8	2	R	R	R	R	R	R	R	88	42	68
MONTANA																						
1. Williams (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	R	78	12	87
2. Marlenee (R)	W	R	A	W	W	W	W	W	W	W	1	8	W	W	W	R	W	W	W	29	98	23
NEBRASKA																						
1. Bereuter (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	R	W	W	16	75	18
2. Daub (R)	W	R	W	W	W	W	W	W	W	W	1	9	W	W	W	W	R	W	W	7	45	13
3. Smith (R)	W	W	W	W	W	W	W	A	W	W	0	9	W	W	W	W	R	W	W	17	160	10
NEVADA																						
1. Reid (D)	R	R	R	W	R	R	W	R	R	R	8	2	R	R	R	R	W	R	R	14	3	82
2. Vucanovich (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	0	17	0
NEW HAMPSHIRE																						
1. D'Amours (D)	W	R	W	R	R	R	W	R	W	R	6	4	R	R	R	R	R	W	R	136	40	77
2. Gregg (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	R	W	W	3	49	6
NEW JERSEY																						
1. Florio (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	155	17	90
2. Hughes (D)	R	R	R	R	R	W	W	R	W	R	7	3	R	R	R	R	R	R	R	131	46	74
3. Howard (D)	R	R	R	R	R	R	R	R	A	A	8	0	R	R	R	R	R	R	R	229	14	94
4. Smith (R)	W	W	R	R	R	R	R	R	R	R	8	2	W	W	R	W	W	W	W	30	22	58
5. Roukema (R)	W	W	W	W	R	W	W	W	W	W	1	9	W	W	W	W	R	R	W	13	39	25
6. Dwyer (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	49	3	94
7. Rinaldo (R)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	W	R	W	W	157	40	80
8. Roe (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	200	21	90
9. Torricelli (D)	R	A	R	R	A	R	R	R	R	R	8	0	R	R	R	R	R	R	R	15	0	100
10. Rodino (D)	R	R	R	R	R	R	R	R	A	R	9	0	R	R	R	R	R	R	R	296	15	95
11. Minish (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	249	20	93
12. Courter (R)	W	W	W	W	R	W	W	R	R	R	4	6	W	W	W	W	R	W	W	17	71	19
13. Forsythe (R)	W	W	W	W	W	W	W	W	W	A	0	9	W	W	W	W	W	W	W	47	151	24
14. Guarini (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	82	9	90
NEW MEXICO																						
1. Lujan (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	R	W	W	46	170	21
2. Skeen (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	4	48	8
3. Richardson (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	W	R	15	2	88
NEW YORK																						
1. Carney (R)	R	R	W	W	W	W	W	W	R	W	3	7	W	W	W	W	W	W	W	18	71	20
2. Downey (D)	R	W	R	R	R	R	R	R	R	R	9	1	W	R	R	R	R	W	R	152	21	88
3. Mrazek (D)	R	R	W	R	R	R	R	R	R	R	9	1	R	R	W	R	R	R	R	15	2	88
4. Lent (R)	W	W	W	W	R	W	W	W	R	R	3	7	W	W	W	W	A	W	W	62	153	29
5. McGrath (R)	W	R	W	W	R	W	W	W	R	W	3	7	W	W	W	W	W	W	W	14	38	27
6. Addabbo (D)	R	W	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	263	18	94
7. Ackerman (D)	R	R	R	R	R	A	R	R	A	R	8	0	R	R	R	R	R	R	R	15	0	100
8. Scheuer (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	215	18	92
9. Ferraro (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	82	6	93
10. Schumer (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	48	1	98
11. Towns (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	17	0	100
12. Owens (D)	A	R	R	R	R	R	R	R	R	A	8	0	R	R	A	R	R	R	R	14	0	100
13. Solarz (D)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	R	R	A	R	155	17	90
14. Molinari (R)	W	W	W	W	W	W	W	W	W	R	1	9	R	W	W	A	A	W	W	9	39	19
15. Green (R)	W	W	W	W	R	W	W	R	R	R	4	6	W	R	W	W	R	W	W	57	52	52
16. Rangel (D)	R	W	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	200	15	93
17. Weiss (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	122	10	92
18. Garcia (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	98	5	95
19. Biaggi (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	197	31	86
20. Ottinger (D)	W	R	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	191	23	89
21. Fish (R)	W	R	R	R	R	W	W	R	W	W	5	5	W	W	W	W	W	W	W	99	130	43
22. Gilman (R)	W	R	R	R	R	R	R	R	R	R	9	1	R	W	W	W	R	W	W	139	58	71
23. Stratton (D)	R	R	R	R	R	R	R	R	W	R	9	1	W	W	R	R	R	R	R	220	61	78
24. Solomon (R)	W	W	W	R	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	15	72	17
25. Boehlert (R)	W	R	R	W	R	R	R	R	R	W	7	3	W	W	W	W	R	W	W	8	9	47
26. Martin (R)	W	W	R	W	W	W	R	W	R	W	3	7	W	W	W	W	W	W	W	9	41	18
27. Wortley (R)	W	R	W	W	W	W	W	W	W	W	1	9	W	W	W	W	R	W	W	10	41	20
28. McHugh (D)	R	R	R	W	R	R	R	R	W	A	7	2	R	R	R	R	R	R	R	144	28	84
29. Horton (R)	W	R	R	R	R	W	W	R	R	A	6	3	W	W	W	W	R	W	W	172	95	64
30. Conable (R)	W	W	W	W	R	W	W	W	W	W	1	9	W	W	W	W	R	R	W	42	213	16
31. Kemp (R)	W	W	W	W	R	W	W	W	W	A	1	8	W	W	W	W	W	A	W	39	174	18
32. LaFalce (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	A	R	R	R	R	143	31	82
33. Nowak (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	W	R	R	161	19	89
34. Lundine (D)	R	R	A	R	R	R	R	R	W	R	8	1	W	R	R	R	R	W	R	119	27	82
NORTH CAROLINA																						
1. Jones (D)	A	R	R	W	R	R	A	R	W	W	5	3	W	R	R	R	R	W	R	100	135	43
2. Valentine (D)	R	W	W	W	W	R	W	R	W	W	3	7	W	W	W	R	W	R	R	6	11	35
3. Whitley (D)	R	R	R	W	R	R	W	R	R	W	7	3	W	W	R	R	R	R	R	63	68	48
4. Andrews (D)	R	W	R	W	W	R	W	R	W	A	4	5	R	R	W	R	R	R	R	87	101	46
5. Neal (D)	A	R	R	W	R	R	W	R	W	W	5	4	A	R	R	R	R	R	R	84	84	50
6. Britt (D)	R	W	W	R	R	R	W	R	W	W	5	5	R	R	R	A	R	R	R	11	5	69
7. Rose (D)	R	W	R	R	R	R	W	R	W	W	6	4	R	R	R	R	R	R	A	113	71	61
8. Hefner (D)	R	R	R	W	R	R	W	R	A	W	6	3	W	R	R	R	R	R	R	86	86	50
9. Martin, James (R)	A	W	W	W	W	A	W	W	W	W	0	8	W	W	W	W	W	W	W	13	181	7
10. Broyhill (R)	W	A	W	W	A	W	W	W	W	W	0	8	W	W	W	W	W	W	W	22	244	8
11. Clarke (D)	R	W	R	W	R	R	R	R	W	W	6	4	R	R	W	R	R	R	R	12	5	71
NORTH DAKOTA																						
AL Dorgan (D)	R	A	W	W	R	R	W	R	W	A	4	4	R	R	W	R	R	R	R	39	11	78
OHIO																						
1. Luken (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	W	R	R	111	30	79
2. Gradison (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	R	W	W	29	146	17
3. Hall (D)	R	W	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	69	17	80
4. Oxley (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	5	42	11
5. Latta (R)	W	W	W	R	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	37	257	13
6. McEwen (R)	W	W	W	R	W	W	W	R	W	W	2	8	W	W	W	W	W	W	W	11	41	21
7. Dewine (R)	W	W	W	W	W	W	W	W	R	W	1	9	W	W	W	W	W	W	W	1	16	6
8. Kindness (R)	R	W	W	R	W	W	W	W	W	W	2	8	W	W	W	W	W	W	W	22	152	13
9. Kaptur (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	R	16	1	94
10. Miller (R)	W	W	W	W	W	W	W	W	W	W	0	10	R	W	W	W	W	W	W	32	218	13
11. Eckart (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	R	48	4	92
12. Kasich (R)	W	R	W	W	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	1	16	6
13. Pease (D)	R	W	R	R	R	R	R	R	W	R	8	2	R	R	R	R	R	R	R	112	21	84
14. Seiberling (D)	W	R	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	197	22	90
15. Wylie (R)	W	W	W	A	R	W	W	W	W	W	1	8	W	W	W	W	W	R	W	54	187	22
16. Regula (R)	W	W	W	R	R	W	R	R	W	W	4	6	R	W	W	W	R	W	W	62	141	31
17. Williams, Lyle (R)	R	A	R	R	R	R	R	R	W	W	7	2	R	W	R	R	R	W	W	55	34	62
18. Applegate (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	W	98	35	74
19. Feighan (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	R	16	1	94
20. Oakar (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	122	9	93
21. Stokes (D)	R	R	R	R	R	W	R	R	R	R	9	1	R	R	R	R	R	R	R	204	12	94
OKLAHOMA																						
1. Jones, James (D)	R	W	W	W	R	R	W	R	W	R	5	5	W	R	W	R	R	R	R	89	102	47
2. Synar (D)	R	R	W	W	R	R	R	R	W	R	7	3	W	R	R	R	R	W	R	56	34	62
3. Watkins (D)	R	R	R	R	R	R	W	R	W	W	7	3	W	R	R	R	R	W	R	53	87	38
4. McCurdy (D)	R	W	W	A	R	W	W	R	A	W	3	5	W	R	W	R	R	R	R	22	26	46
5. Edwards (R)	R	W	W	W	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	9	122	7
6. English (D)	R	R	W	R	R	W	W	R	W	W	5	5	W	W	W	R	R	W	R	51	127	29
OREGON																						
1. AuCoin (D)	R	A	W	W	R	R	R	R	W	R	6	3	W	R	R	R	R	W	R	117	53	69
2. Smith (R)	R	W	W	W	W	W	W	W	W	W	1	9	W	W	W	R	W	W	W	2	15	12
3. Wyden (D)	R	R	R	W	R	R	R	R	R	W	8	2	R	R	R	R	R	W	R	46	6	88
4. Weaver (D)	A	R	R	R	R	R	R	R	W	R	8	1	R	R	R	R	R	W	R	148	22	87
5. Smith, Denny (R)	A	W	W	W	W	W	W	W	W	W	0	9	W	W	W	A	W	W	W	1	49	2
PENNSYLVANIA																						
1. Foglietta (D)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	R	R	R	R	47	2	96
2. Gray (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	86	2	98
3. Borski (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	17	0	100
4. Kolter (D)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	R	R	R	R	16	0	100
5. Schulze (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	A	W	W	W	29	142	17
6. Yatron (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	A	R	R	W	R	R	185	43	81
7. Edgar (D)	W	R	R	R	R	R	A	R	R	R	8	1	R	R	A	R	R	R	R	151	19	89
8. Kostmayer (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	17	0	100
9. Shuster (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	27	166	14
10. McDade (R)	W	R	R	R	A	R	W	R	R	R	7	2	R	W	A	R	W	W	W	175	90	66
11. Harrison (D)	R	R	R	R	A	R	R	R	R	W	8	1	R	R	R	R	R	R	R	15	1	94
12. Murtha (D)	R	W	R	R	R	R	R	R	A	R	8	1	R	R	R	R	R	W	R	155	29	84
13. Coughlin (R)	W	W	W	R	W	W	W	W	W	W	1	9	W	W	W	W	R	W	W	73	159	31
14. Coyne, Wm. (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	49	3	94
15. Ritter (R)	W	W	W	R	R	R	W	R	W	R	5	5	W	W	W	W	W	W	W	25	65	28
16. Walker (R)	W	R	W	W	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	24	109	18
17. Gekas (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	R	W	W	1	16	6
18. Walgren (D)	W	R	R	R	R	R	R	R	W	R	8	2	R	R	R	R	R	R	R	110	22	83
19. Goodling (R)	W	W	W	R	W	W	W	R	W	W	2	8	R	W	W	W	R	W	W	42	131	24
20. Gaydos (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	A	R	R	W	R	R	199	20	91
21. Ridge (R)	W	R	R	W	R	W	W	R	R	W	5	5	W	W	R	R	R	W	W	8	9	47
22. Murphy (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	R	103	26	80
23. Clinger (R)	W	W	W	W	R	W	W	R	W	W	2	8	W	W	W	W	R	W	W	26	62	30
RHODE ISLAND																						
1. St Germain (D)	R	W	R	R	R	R	A	R	R	R	8	1	R	R	R	R	W	R	R	245	26	90
2. Schneider (R)	W	R	R	R	R	W	R	R	W	W	6	4	R	R	R	W	R	W	W	31	18	63
SOUTH CAROLINA																						
1. Hartnett (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	2	49	4
2. Spence (R)	W	W	W	W	W	W	W	W	R	W	1	9	W	W	W	W	W	W	W	31	191	14
3. Derrick (D)	R	W	R	W	W	R	A	R	W	R	5	4	R	R	W	R	R	R	R	98	73	57
4. Campbell (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	6	79	7
5. Spratt (D)	R	W	R	W	R	R	R	W	R	W	6	4	R	R	A	R	R	R	R	12	4	75
6. Tallon (D)	R	R	R	W	R	R	W	R	R	R	8	2	R	R	W	R	R	W	R	13	4	76
SOUTH DAKOTA																						
AL Daschle (D)	R	R	R	W	R	R	W	R	W	R	7	3	W	R	R	R	R	W	R	70	18	80
TENNESSEE																						
1. Quillen (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	R	W	36	224	14
2. Duncan (R)	W	W	W	W	W	W	W	R	W	W	1	9	W	W	W	W	W	R	W	45	217	17
3. Lloyd (D)	R	R	R	W	R	W	W	R	W	W	5	5	W	R	W	R	W	W	R	99	79	56
4. Cooper (D)	R	R	R	W	R	R	W	R	W	W	6	4	W	R	W	R	W	R	R	10	7	59
5. Boner (D)	R	A	R	R	R	R	R	R	R	W	8	1	R	R	R	R	R	W	R	71	16	82
6. Gore (D)	R	R	R	W	A	R	R	R	R	R	8	1	R	R	R	R	R	W	R	106	24	82
7. Sundquist (R)	W	R	W	W	W	W	R	W	W	W	2	8	W	W	W	W	W	R	W	3	14	18
8. Jones (D)	A	R	R	R	R	R	A	R	R	R	8	0	R	R	R	R	W	W	R	136	83	62
9. Ford (D)	R	W	A	R	A	R	R	R	R	R	7	1	R	R	R	R	R	R	R	158	14	92
TEXAS																						
1. Hall, S. (D)	R	W	W	R	W	R	R	R	W	W	5	5	W	W	R	R	W	R	W	36	100	26
2. Wilson (D)	R	W	R	R	R	R	R	R	W	R	8	2	W	W	A	R	R	R	R	117	70	63
3. Bartlett (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	0	17	0
4. Hall, R. (D)	R	W	R	R	W	A	R	R	R	W	6	3	W	W	R	R	R	W	W	19	32	37
5. Bryant (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	R	16	1	94
6. Gramm (R)	W	A	A	W	W	W	W	W	W	W	0	8	W	W	W	A	W	W	W	10	78	11
7. Archer (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	11	213	5
8. Fields (R)	W	W	W	W	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	2	50	4
9. Brooks (D)	R	W	R	R	R	R	R	R	W	R	8	2	W	R	R	R	R	W	R	220	82	73
10. Pickle (D)	R	W	W	R	R	R	A	W	W	W	4	5	W	R	W	R	R	R	R	131	127	51
11. Leath (D)	R	W	W	W	R	R	R	R	W	W	5	5	W	W	A	R	W	W	W	20	65	24
12. Wright (D)	R	W	R	R	R	R	R	R	W	R	8	2	W	R	R	R	R	R	R	215	74	74
13. Hightower (D)	R	R	W	W	W	W	W	R	W	W	3	7	W	R	R	R	W	W	W	59	117	34
14. Patman (D)	R	R	R	W	R	R	W	R	W	W	6	4	R	R	R	R	R	W	W	26	25	51
15. De La Garza (D)	R	W	R	W	R	R	R	R	W	R	7	3	W	R	R	A	R	R	R	136	108	56
16. Coleman (D)	R	W	R	R	R	R	R	R	R	R	9	1	W	R	R	R	R	R	R	15	2	88
17. Stenholm (D)	R	W	W	W	W	W	W	W	W	W	1	9	W	W	W	A	W	W	R	12	76	14
18. Leland (D)	W	A	R	R	R	R	R	R	R	R	8	1	R	R	R	R	R	R	R	81	5	94
19. Hance (D)	R	W	W	W	W	R	A	A	R	A	3	4	W	W	R	R	R	A	R	28	58	33
20. Gonzalez (D)	R	W	R	R	R	R	R	R	R	R	9	1	R	R	R	R	R	W	R	245	28	90
21. Loeffler (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	6	85	7
22. Paul (R)	W	R	W	W	W	W	W	W	W	W	1	9	W	W	W	A	A	W	W	7	97	7
23. Kazen (D)	R	W	R	W	W	R	R	R	R	W	6	4	W	W	R	A	W	W	R	130	122	52
24. Frost (D)	R	W	R	R	R	R	R	R	W	R	8	2	R	R	R	R	R	W	R	65	24	73
25. Andrews (D)	R	W	W	W	R	R	W	R	W	W	4	6	W	R	R	R	R	R	R	10	7	59
26. Vandergriff (D)	R	R	W	R	R	R	W	W	R	W	6	4	W	W	W	R	R	W	R	8	9	47
27. Oritz (D)	R	W	R	R	R	R	R	R	W	R	8	2	W	R	R	R	R	R	R	14	3	82
UTAH																						
1. Hansen (R)	A	W	W	W	W	W	W	W	W	A	0	8	W	W	W	W	W	W	W	2	44	4
2. Marriott (R)	R	W	W	W	W	W	W	W	W	W	1	9	W	W	W	W	W	W	W	19	104	15
3. Nielson (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	A	0	16	0
VERMONT																						
AL Jeffords (R)	W	R	R	W	R	R	W	A	W	R	5	4	W	R	W	R	R	W	W	80	94	46
VIRGINIA																						
1. Bateman (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	0	17	0
2. Whitehurst (R)	W	W	W	W	W	W	W	W	R	W	1	9	W	W	W	W	R	W	W	34	193	15
3. Bliley (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	3	49	6
4. Sisisky (D)	R	W	R	R	R	R	R	R	R	W	8	2	R	R	R	R	R	R	R	15	2	88
5. Daniel (D)	W	W	W	W	W	W	W	R	W	W	1	9	W	W	W	W	W	W	W	22	212	9
6. Olin (D)	R	W	W	W	R	R	W	W	W	R	4	6	W	R	W	R	R	R	R	9	8	53
7. Robinson (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	W	W	W	20	204	9
8. Parris (R)	W	W	W	W	R	W	W	W	R	W	2	8	W	W	W	W	R	W	W	11	39	22
9. Boucher (D)	R	R	R	W	R	R	R	R	R	R	9	1	R	R	R	R	R	W	R	15	2	88
10. Wolf (R)	W	W	W	W	W	W	W	W	R	W	1	9	W	W	W	W	W	W	W	5	47	10
WASHINGTON																						
1. Pritchard (R)	W	W	A	W	W	W	W	A	A	A	0	6	W	W	W	W	R	A	W	69	120	37
2. Swift (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	77	14	85
3. Bonker (D)	R	R	A	W	R	R	R	R	W	R	7	2	R	R	R	R	R	R	R	138	27	84
4. Morrison (R)	A	W	W	W	W	W	W	W	R	W	1	8	W	W	W	W	R	W	W	8	43	16
5. Foley (D)	R	W	R	W	R	R	R	R	W	A	6	3	R	R	R	W	R	R	R	205	49	81
6. Dicks (D)	R	R	R	W	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	111	19	85
7. Lowry (D)	R	R	R	W	R	R	R	R	R	R	9	1	R	R	R	R	R	R	R	75	16	82
8. Chandler (D)	W	W	W	W	A	W	W	W	W	W	0	9	W	W	W	W	R	W	W	1	15	6
WEST VIRGINIA																						
1. Mollohan (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	W	R	R	197	33	86
2. Staggers (D)	R	R	R	R	R	R	R	R	R	W	9	1	R	R	R	R	R	R	R	16	1	94
3. Wise (D)	R	R	R	R	R	R	R	R	R	W	8	2	R	R	R	R	R	R	R	15	2	88
4. Rahall (D)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	R	R	R	R	109	19	85
WISCONSIN																						
1. Aspin (D)	R	R	R	R	R	R	R	R	W	A	8	1	R	R	R	R	R	R	R	179	36	83
2. Kastenmeier (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	R	R	R	261	29	90
3. Gunderson (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	R	R	W	W	9	42	18
4. Zablocki (D)	A	W	R	R	R	R	R	R	R	R	8	1	R	R	R	R	R	R	R	296	26	92
5. Moody (D)	R	W	R	R	R	R	R	R	W	R	8	2	R	R	R	R	R	R	R	15	2	88
6. Petri (R)	W	W	W	W	R	W	W	W	W	W	1	9	W	W	W	R	R	R	W	26	63	29
7. Obey (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	R	R	R	198	32	86
8. Roth (R)	W	W	A	W	W	W	A	W	R	W	1	7	W	W	W	W	W	W	W	10	75	12
9. Sensenbrenner (R)	W	W	W	W	W	W	W	W	R

How Your Senators Voted

	Jobs I	Jobs II	Jobs III	Unemployment Comp. I	Unemployment Comp. II	Health Care for Jobless	Federal Workers' Health Care	Total Labor Votes		Fair Taxes I	Fair Taxes II	Social Security	Medicare	Education	Fair Programs	Foreclosure Relief	Local Programs	Energy Prices	Public Education	Cumulative Voting Record		
	1	2	3	4	5	6	7	R	W	8	9	10	11	12	13	14	15	16	17	R	W	%
ALABAMA																						
Heflin (D)	W	R	R	R	R	R	W	5	2	W	W	R	R	R	W	W	R	R	R	58	38	60
Denton (R)	W	W	R	W	W	W	W	1	6	W	W	W	W	W	W	W	W	W	W	4	56	7
ALASKA																						
Murkowski (R)	W	W	W	W	W	W	A	0	6	R	W	W	W	W	W	W	W	W	W	11	47	19
Stevens (R)	W	W	A	W	W	W	R	1	5	R	W	W	W	W	W	W	W	W	W	96	116	45
ARIZONA																						
Deconcini (D)	W	R	R	A	A	W	W	2	3	W	R	R	R	R	R	R	W	R	W	77	51	60
Goldwater (R)	W	R	A	W	W	W	W	1	5	R	W	W	A	W	W	W	A	W	W	22	213	9
ARKANSAS																						
Pryor (D)	R	R	R	R	W	W	R	5	2	W	R	W	R	R	R	W	R	R	R	56	42	57
Bumpers (D)	R	R	W	R	R	R	R	6	1	W	R	W	R	R	R	R	R	R	R	112	61	65
CALIFORNIA																						
Cranston (D)	R	A	R	A	A	R	A	3	0	A	R	A	R	R	R	R	A	A	A	196	16	92
Wilson (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	W	W	W	W	1	16	6
COLORADO																						
Hart (D)	A	R	W	R	R	R	R	5	1	R	R	A	R	R	R	R	R	R	R	140	34	80
Armstrong (R)	A	W	W	W	W	W	W	0	6	W	W	W	W	W	W	W	W	W	W	1	95	1
CONNECTICUT																						
Dodd (D)	R	R	A	A	A	A	R	3	0	R	R	R	R	A	R	R	A	R	R	54	0	100
Weicker (R)	A	R	W	W	R	W	R	3	3	R	W	W	W	W	R	R	R	W	R	132	68	66
DELAWARE																						
Biden (D)	R	R	R	R	R	R	W	6	1	W	R	R	R	R	R	R	R	R	R	148	38	80
Roth (R)	W	W	W	W	W	W	R	1	6	R	W	W	W	W	W	W	W	A	W	42	177	19
FLORIDA																						
Chiles (D)	R	R	R	R	W	W	R	5	2	R	R	R	R	R	R	W	W	R	R	107	111	49
Hawkins (R)	W	R	A	W	W	W	W	1	5	R	W	W	R	W	W	R	R	R	W	17	41	29
GEORGIA																						
Nunn (D)	W	R	W	W	W	W	W	1	6	W	R	W	W	R	R	W	W	R	R	76	124	38
Mattingly (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	W	W	W	W	R	5	55	8
HAWAII																						
Inouye (D)	R	A	R	R	R	R	R	6	0	W	R	R	R	R	R	R	A	R		203	28	88
Matsunaga (D)	A	R	A	R	R	R	R	5	0	W	R	R	R	R	R	R	W	R		113	20	85
IDAHO																						
McClure (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	W	W	W	W	18	172	9
Symms (R)	A	W	W	W	W	W	W	0	6	W	W	W	W	W	W	W	W	W	W	2	55	4
ILLINOIS																						
Dixon, Alan (D)	R	R	R	R	R	R	W	6	1	W	R	W	R	R	R	R	R	R	W	47	13	78
Percy (R)	W	W	W	W	W	W	A	0	6	W	W	W	A	W	W	W	W	R	R	110	107	51
INDIANA																						
Lugar (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	W	W	R	W	14	123	10
Quayle (R)	W	W	W	W	W	W	W	0	7	W	W	A	W	W	W	A	W	R	W	5	54	8
IOWA																						
Grassley (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	W	W	R	W	7	54	11
Jepsen (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	R	W	W	W	R	W	9	89	9
KANSAS																						
Dole (R)	A	W	R	W	W	W	W	1	5	R	W	W	W	W	W	W	W	R	W	40	180	18
Kassebaum (R)	W	W	W	W	W	W	R	1	6	R	W	W	W	W	W	W	W	R	R	19	75	20
KENTUCKY																						
Ford (D)	R	R	R	R	R	R	W	6	1	W	R	R	R	R	R	R	R	R	R	127	48	73
Huddleston (D)	R	R	R	R	R	R	W	6	1	W	R	W	R	R	R	W	R	R	W	133	54	71
LOUISIANA																						
Long, Russell (D)	R	R	R	W	W	W	W	3	4	W	R	W	R	R	R	A	R	A	W	145	141	51
Johnston (D)	A	R	R	A	A	W	W	2	2	W	W	W	R	R	R	W	R	W	W	75	107	41
MAINE																						
Mitchell (D)	R	R	R	R	W	R	W	5	2	W	R	R	R	R	R	W	R	R	R	62	9	87
Cohen (R)	W	W	W	R	W	W	R	2	5	R	R	W	W	R	W	W	R	R	R	33	64	34
MARYLAND																						
Sarbanes (D)	R	R	R	R	R	R	R	7	0	A	R	R	R	R	R	R	R	R	R	129	4	97
Mathias (R)	R	W	W	R	W	W	R	3	4	R	W	A	W	W	R	R	A	R	R	161	56	74
MASSACHUSETTS																						
Kennedy (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	A	R	R	R	R	R	223	16	93
Tsongas (D)	R	R	W	A	A	R	R	4	1	W	R	R	A	R	R	R	R	R	R	82	8	91
MICHIGAN																						
Levin (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	R	R	R	R	R	R	97	3	97
Riegle (D)	R	R	A	R	R	R	R	6	0	W	R	R	R	R	R	R	R	R	R	125	8	94
MINNESOTA																						
Durenberger (R)	A	W	R	W	W	W	W	1	5	R	W	W	W	W	W	W	W	R	W	38	55	41
Boschwitz (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	R	W	R	R	16	84	16
MISSISSIPPI																						
Stennis (D)	W	R	R	R	W	W	W	3	4	R	R	W	R	R	R	W	A	R	R	82	218	27
Cochran (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	R	W	W	W	W	R	15	82	15
MISSOURI																						
Eagleton (D)	R	R	A	R	R	R	W	5	1	W	R	R	R	R	R	R	R	R	R	191	29	87
Danforth (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	A	W	R	W	39	97	29
MONTANA																						
Melcher (D)	R	R	R	R	R	R	W	6	1	W	R	R	R	R	R	R	R	R	R	106	27	80
Baucus (D)	R	R	W	R	W	R	R	5	2	W	R	W	R	R	R	R	W	R	R	76	21	78
NEBRASKA																						
Exon (D)	W	R	R	W	W	W	W	2	5	W	R	W	R	R	R	W	W	A	W	36	58	38
Zorinsky (D)	W	R	R	W	W	W	W	2	5	W	W	R	R	R	R	W	W	R	R	46	93	33

	Jobs I	Jobs II	Jobs III	Unemployment Comp. I	Unemployment Comp. II	Health Care for Jobless	Federal Workers' Health Care	Total Labor Votes		Fair Taxes I	Fair Taxes II	Social Security	Medicare	Education	Fair Programs	Foreclosure Relief	Local Programs	Energy Prices	Public Education	Cumulative Voting Record		
	1	2	3	4	5	6	7	R	W	8	9	10	11	12	13	14	15	16	17	R	W	%
NEVADA																						
Hecht (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	W	W	W	W	1	16	6
Laxalt (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	W	W	W	W	17	149	10
NEW HAMPSHIRE																						
Humphrey (R)	W	W	W	A	A	W	W	0	5	W	W	W	W	W	W	W	W	W	W	5	91	5
Rudman (R)	W	W	W	W	W	W	R	1	6	R	W	W	W	W	W	W	W	W	R	15	44	25
NEW JERSEY																						
Bradley (D)	R	R	W	R	R	R	R	6	1	W	R	R	R	R	R	R	R	R	W	87	10	90
Lautenberg (D)	R	R	W	R	R	R	R	6	1	R	R	R	R	R	R	R	R	R	R	16	1	94
NEW MEXICO																						
Bingaman (D)	R	R	R	R	W	R	R	6	1	R	R	R	R	R	R	R	R	R	R	16	1	94
Domenici (R)	W	W	W	W	W	W	W	0	7	R	W	A	W	W	W	W	W	R	R	44	148	23
NEW YORK																						
Moynihan (D)	R	R	W	R	R	R	R	6	1	R	R	W	R	R	R	R	R	R	W	125	9	93
D'Amato (R)	W	W	A	W	W	W	W	0	6	R	W	W	R	A	W	R	R	R	W	20	39	34
NORTH CAROLINA																						
East (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	W	W	W	W	W	2	60	3
Helms (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	W	W	W	W	W	16	183	8
NORTH DAKOTA																						
Burdick (D)	R	R	W	R	W	R	R	5	2	W	R	R	R	R	R	R	R	R	R	232	45	84
Andrews (R)	W	W	W	W	W	W	R	1	6	R	W	W	W	R	R	W	W	R	R	23	37	38
OHIO																						
Glenn (D)	R	R	R	A	A	R	R	5	0	W	R	R	R	R	R	A	R	R	R	134	35	79
Metzenbaum (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	R	R	R	R	R	134	10	93
OKLAHOMA																						
Boren (D)	W	R	R	R	W	R	W	4	3	W	W	W	W	R	R	R	W	R	R	39	61	39
Nickles (R)	W	W	W	A	A	W	W	0	5	W	W	W	W	W	W	W	W	W	R	2	58	3
OREGON																						
Hatfield (R)	W	W	W	W	W	W	R	1	6	R	W	W	W	W	R	W	W	R	R	115	110	51
Packwood (R)	W	W	W	W	W	W	R	1	6	R	W	A	R	W	R	W	W	R	W	99	123	45
PENNSYLVANIA																						
Specter (R)	R	W	R	R	R	R	R	6	1	R	R	W	R	R	W	R	W	R	R	39	22	64
Heinz (R)	W	W	R	R	W	W	R	3	4	R	R	W	W	W	W	R	W	R	A	85	46	65
RHODE ISLAND																						
Pell (D)	R	R	W	R	R	R	R	6	1	R	R	R	R	R	R	R	R	R	R	249	20	93
Chafee (R)	W	W	W	W	W	W	R	1	6	R	W	W	W	W	R	W	W	R	R	70	65	52
SOUTH CAROLINA																						
Hollings (D)	A	R	A	A	A	R	A	2	0	W	R	R	R	R	R	A	A	R	R	120	108	53
Thurmond (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	W	W	W	A	33	273	11
SOUTH DAKOTA																						
Pressler (R)	W	W	R	W	W	W	W	1	6	R	W	A	R	W	W	A	W	R	R	29	54	35
Abdnor (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	W	W	R	R	18	44	29
TENNESSEE																						
Sasser (D)	R	A	R	R	R	R	R	6	0	W	R	R	A	R	R	R	R	R	R	98	32	75
Baker (R)	W	W	W	W	A	W	R	1	5	R	W	W	W	W	W	W	W	W	R	53	167	24
TEXAS																						
Bentsen (D)	A	R	R	R	W	R	R	5	1	R	R	W	A	A	R	W	W	R	R	107	104	51
Tower (R)	A	W	A	W	W	W	R	1	4	R	W	A	W	A	W	W	W	W	W	23	231	9
UTAH																						
Garn (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	W	W	W	R	17	160	10
Hatch (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	W	W	W	W	11	120	8
VERMONT																						
Leahy (D)	R	R	W	R	R	R	R	6	1	R	R	W	R	R	R	R	R	R	R	247	31	89
Stafford (R)	W	W	W	W	W	W	R	1	6	R	W	W	W	R	R	W	W	R	R	124	82	60
VIRGINIA																						
Trible (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	R	W	W	W	2	15	12
Warner (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	W	W	W	R	R	14	86	14
WASHINGTON																						
Jackson (D)	R	R	*	*	*	R	*	3	0	R	R	R	R	R	R	R	*	*	*	283	18	94
Gorton (R)	W	W	W	W	W	W	R	1	6	R	W	W	W	W	W	W	W	R	R	13	48	21
Evans (R)	*	*	W	W	W	*	A	0	3	*	*	*	*	*	*	*	W	R	R	2	4	33
WEST VIRGINIA																						
Byrd (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	R	R	R	R	R	R	210	93	69
Randolph (D)	R	R	R	R	R	R	W	6	1	W	R	R	R	R	R	R	R	R	R	224	63	78
WISCONSIN																						
Proxmire (D)	W	R	W	W	W	W	W	1	6	W	R	R	W	W	R	W	W	R	W	206	97	68
Kasten (R)	W	W	R	W	W	W	W	1	6	W	W	W	W	A	W	W	W	R	W	8	52	13
WYOMING																						
Simpson (R)	W	W	W	W	W	W	R	1	6	A	W	W	W	W	W	W	W	W	R	6	91	6
Wallop (R)	W	W	W	W	W	W	R	1	6	R	W	A	W	W	W	W	W	W	W	14	120	10

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

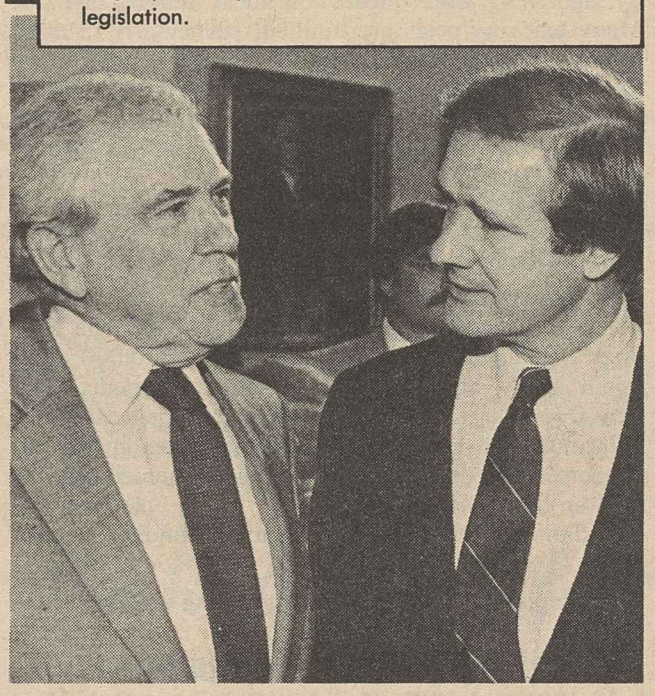
***** Not in Congress at time.

Votes by senators while members of the House are not included in this record.

Labor's Stand on Major Issues in the Senate

Above: Workers at Government Printing Office fight back against attack by Reagan Administration on pay, working conditions.

Below: UAW's Douglas Fraser and Sen. Donald Riegle (D-Mich.) discuss domestic auto content legislation.



1. Jobs I: Creating New Jobs and Providing Recession Relief

During consideration of the only job-creation bill passed by Congress during the Reagan recession, Sen. Carl Levin (D-Mich.) made an attempt to increase the scope of the program to provide more meaningful relief to the 13.2 million Americans suffering from joblessness. Levin's amendment would have added $1.6 billion in funds for community jobs programs and recession relief such as health care, food and emergency shelter for the homeless. But a majority in the GOP-controlled Senate turned their backs on the unemployed and voted 53-34 on Mar. 11 to reject the Levin amendment. At a time of depression-level unemployment, Republicans argued that the cost was too great even though it amounted to only $126 in job-creation funds for each unemployed American.

For — Right. Against —Wrong.

2. Jobs II: Preventing Job Exports

Senate action on President Reagan's Caribbean Basin Initiative bill (see House Vote 2 for details) moved forward when the Senate Finance Committee packaged several bills, including CBI, with legislation that repealed a key 1982 tax compliance reform (see Senate Vote 8 for details). Sen. Russell Long (D-La.) offered a tabling motion to kill the entire labor-opposed package including CBI. But the President's conservative allies rallied to defeat the Long motion 46-51 on June 16. This vote paved the way for eventual enactment into law of the job-destroying CBI program.

For tabling — Right. Against tabling — Wrong.

3. Jobs III: "Buy American"

Late in 1982 Congress passed a highway improvements job-creation bill to help bring the nation out of the Reagan recession. This legislation is providing up to 400,000 man-years of work on much needed rehabilitation of highways and other public works. To make sure the funds would create the maximum number of jobs, Congress included strict "Buy American" provisions to guarantee use of American steel and other materials, not Japanese or other foreign products.

In 1983 the Senate considered new legislation that would have weakened these Buy American protections, providing exemptions for contracts of less than $500,000 and reducing the Buy American requirement to only 51 percent of the cost of the project. These changes, for example, would have allowed the use of more than 550,000 tons of foreign steel, costing 3,700 jobs in the U.S. steel industry alone.

Sen. Howard Metzenbaum (D-Ohio) offered an amendment to stop the weakening of the Buy American policy, but his amendment was killed by Sen. John Chafee's (R-R.I.) tabling motion, 55-35, on Oct. 25. Fortunately, the bill later failed to achieve final enactment, and the Buy American provisions of the highway jobs bill were left intact.

For tabling — Wrong. Against tabling — Right.

4. Unemployment Benefits I

In September 1983 the federal program of supplemental unemployment compensation came up for renewal in the Congress. Republicans fought efforts to extend and strengthen the program's benefits to help the long-term jobless. The key fight in the Senate was whether the legislation should include up to eight weeks of benefits for those unemployed who had exhausted all compensation and were no longer receiving UI checks. Democrats in the House included this provision in the bill over strong Republican opposition (see House Vote 8). Under increasing pressure from President Reagan, the Republican-controlled Senate rejected an amendment by Sen. Robert Byrd (D-W.Va.) to add this "reachback" benefit to the bill. The Byrd amendment went down 37-54 on Sept. 30. Fortunately, later in conference the benefits were added to the final bill.

For — Right. Against — Wrong.

5. Unemployment Benefits II

Following rejection of the Byrd amendment (see Senate Vote 4) Sen. Carl Levin (D-Mich.) offered an amendment to add up to 10 weeks of benefits for jobless workers in states with the highest unemployment rates, and lesser amounts for those in states with lower jobless rates. Again Republicans objected to helping the jobless, and the Levin amendment was rejected 26-64 on Sept. 30.

For — Right. Against — Wrong.

6. Health Care for the Jobless

One of the humanitarian recession-relief programs pushed by the AFL-CIO was health care benefits for the unemployed. When workers are jobless they usually lose health care insurance. Since most jobless workers are unable to pay for private insurance and are not eligible for Medicaid, they and their families must do without basic medical care.

As unemployment hovered at 9 percent, the House was the first to approve a health care program (see House Vote 6). The Senate in its budget bill included a low level of funding for a watered-down program. Sen. Edward Kennedy (D-Mass.) tried to bring the Senate bill in line with the funding levels of the House version, but again Republicans balked. The Senate rejected Kennedy's amendment 36-63 on May 5. Later in the year, arch-conservatives led by Sen. Don Nickles (R-Okla.) stopped action even on a modest version of the health care bill.

For — Right. Against — Wrong.

7. Maintaining Federal Employees' Health Benefits

Since 1981 federal government employees have been targeted by the Reagan Administration for massive layoffs, arbitrary cuts in pay, and reduction in job-related benefits. In 1983 conservatives in Congress found a new way to attack federal workers' collectively bargained job benefits: through legislation prohibiting use of federal funds on any health insurance program that includes abortion coverage.

The AFL-CIO has taken no position on the issue of abortion; however, to the federation the key issue in this case was not abortion but whether Congress could disregard the limited collective bargaining rights of federal workers by terminating certain health benefits which they had won and which are available to private-sector employees.

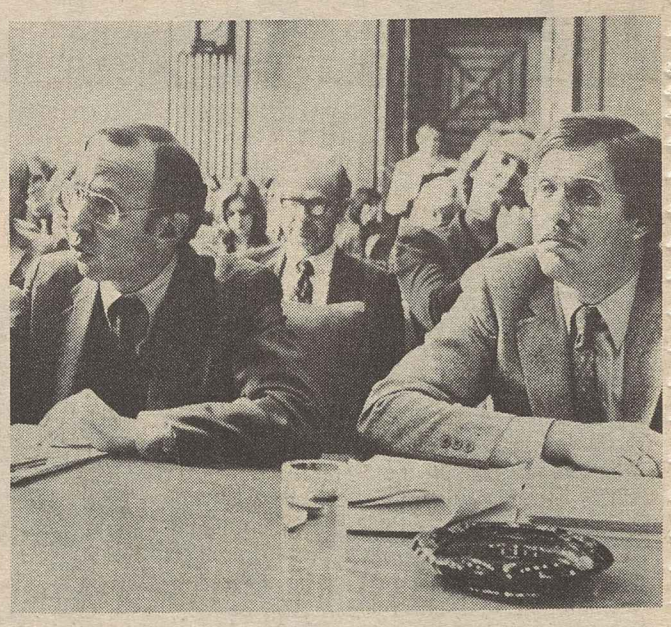
Arch-conservative Sen. Jeremiah Denton (R-Ala.) led the charge against federal employees with an amendment which would have stopped funding for federal workers' health insurance. Sen. Lowell Weicker (R-Conn.) moved to kill the Denton amendment, but failed in a 44-51 vote on Nov. 9.

For tabling — Right. Against tabling — Wrong.

8. Fair Taxes I

Searching for ways to reduce President Reagan's monstrous $200-billion-per-year budget deficits, Congress in 1982 enacted a tax reform to require that taxes

Continued on next page



AFL-CIO representatives testify on a variety of issues of concern to workers. Left, Arleen Gilliam, Jay Power and Larry Smedley on workers' compensation; right, Special Counsel Laurence Gold and Howard Marlowe on Hobbs Act; below, Eric Frumin of ACTWU, Mary Win-O'Brien of USWA and Margaret Seminario of AFL-CIO on job safety and health.

Continued from preceding page

on sizeable stock dividends and savings account interest payments be withheld at time of payment. This so-called withholding tax reform was not a tax increase, but only a better means of collecting taxes that were due but were going unpaid. The reform would raise $13 billion in three years by stopping tax-cheating. The AFL-CIO, noting that taxes are withheld from workers' paychecks, saw no reason why taxes should not be withheld from unearned income, and had long advocated enactment of this tax reform.

In 1983 the banking lobby went on the offensive to repeal the tax withholding reform before it was scheduled to take effect. The key vote in the Senate came on an amendment by Sen. John Melcher (D-Mont.) to delay the tax reform for six months, opening the door toward eventual repeal. Sen. Daniel P. Moynihan (D-N.Y.) moved to kill the Melcher amendment, by tabling it, and succeeded by a 54-43 vote on Mar. 22. But the Congress, overwhelmed by the bankers' postcard lobbying blitz, later repealed the tax withholding reform.

For tabling — Right. Against tabling — Wrong.

9. Fair Taxes II

A major AFL-CIO initiative to restore an element of fairness to the Reagan supply-side tax program was legislation to impose a $700 "cap" on the 1983 tax cut (see House Vote 17 for details). The tax cap would retain the full tax break for wage earners earning $45,000 or less per year but limit the tax windfall for the rich to $700. It would also raise $6 billion in lost revenues at a time of record-high $200 billion budget deficits. The tax cap passed the House, but the Republican-controlled Senate, bowing to President Reagan's pressure, rejected it by a 45-55 vote on June 29.

For — Right. Against — Wrong.

10. Slashing Social Security Benefits

Conservatives who have long sought to weaken the social security program finally got their chance under Ronald Reagan in 1983. Taking advantage of the need to stabilize the financing of social security, conservatives pushed through an increase in the retirement age for full social security benefits from 65 to 66. This step backward was coupled with another regressive provision imposing a 30 percent benefit reduction penalty for those who must retire before age 66. The AFL-CIO strongly opposed these changes noting that many workers who retire before age 65 do so for reasons of poor health. Unable to defeat this provision, Sen. Bill Bradley (D-N.J.) offered a compromise amendment to provide for improved disability benefits for those who are unable to work until age 66. Again conservatives led the charge against the Bradley amendment, which was rejected 30-61 on Mar. 21.

For — Right. Against — Wrong.

11. Cutting Medicare for the Elderly

Medical care costs have increased at three times the general rate of inflation over the last decade. The AFL-CIO has offered several proposals to limit profiteering by physicians and hospitals while guaranteeing health care coverage. The Reagan Administration, on the other hand, has pushed a "Robin Hood in reverse" health care program. The Reagan premise is that the more people have to pay for health care, the less they will use health care services.

In 1981 the first Reagan budget cuts reduced Medicare funding by $3 billion over three years. Eighty percent of these cuts have been absorbed not by hospitals or doctors but by elderly patients. In 1983 the President asked for another $1.8 billion cut in Medicare. The Senate rejected this request but did pass an $800 million cut, thus forcing the elderly to reach deeper in their pockets to make up the difference. A key vote came on an amendment by Sen. Max Baucus (D-Mont.) to restore $400 million for Medicare. But a majority of Senators bought the Reagan program of making the sick pay for their misfortune, and rejected the Baucus amendment 45-50 on May 4.

For — Right. Against — Wrong.

12. Federal Aid to Education

President Reagan's budget cuts in federal aid to public schools have worsened education problems by forcing the cancellation of special teaching programs and by tightening the squeeze on local school districts. Many teaching posts are unfilled, particularly in math and the sciences, because school districts cannot afford to pay competitive salaries to their staffs. Meanwhile America's international competitors, such as Japan, attribute their successes to a firm commitment to education.

During debate on the federal budget, Sen. Ernest Hollings (D-S.C.) offered an amendment to add $1.5 billion in education funds. This included $200 million for a new math and science program, as well as basic grants to elementary and secondary schools. The Hollings amendment also provided help for 600,000 additional needy students to meet tuition payments. Sen. Pete Domenici (R-N.M.), acting as President Reagan's point man, moved to kill the Hollings amendment. But supporters of education prevailed as Domenici's tabling motion failed 46-48 on May 5, paving the way for adoption of a compromise education funding amendment.

For tabling — Wrong. Against tabling — Right.

13. Fairness in Federal Programs

In 1981 and 1982, President Reagan used the federal budget process to force big cuts in most programs while allowing huge tax cuts for the wealthy. But by 1983 the results of these policies—deep recession, double-digit unemployment and record budget deficits—were casting doubt on Reaganomics even among members of Congress who had voted for the Reagan program. In May 1983, debate about the economy focused on the new federal budget. The AFL-CIO urged that programs such as job-creation, education and training be restored and that tax loopholes be closed to get the budget under control.

The President, however, refused to budge from his disastrous course. In the Senate, Majority Leader Howard Baker (R-Tenn.) and Budget Committee Chairman Pete Domenici (R-N.M.) offered a budget that essentially maintained Reaganomics by providing for a new round of program cuts with no room for tax reform such as the AFL-CIO-backed $700 tax cap (see Senate Vote 9). Sen. Lawton Chiles (D-Fla.) moved to kill this unfair budget and the Senate agreed 52-48 on May 12.

For — Right. Against — Wrong.

14. Helping the Unemployed Avoid Mortgage Foreclosure and Eviction

The Reagan recession brought with it not only the national misery of high unemployment but also soup lines, bankruptcies, foreclosures and evictions in record numbers. The AFL-CIO asked Congress to approve legislation that would provide emergency loans to unemployed homeowners threatened with foreclosure until economic conditions improved and the jobless could find work. Again, the Reagan White House opposed this temporary relief program. Over Republican opposition, the House passed a home mortgage foreclosure relief bill (see House Vote 13). In the Senate, Sen. Don Riegle (D-Mich.) and moderate Republican Sen. John Heinz (R-Pa.) offered a simillar bill. Once again, Reagan-led conservatives blocked action and approved a tabling motion by Sen. Jake Garn (R-Utah) to kill the program. The vote was 55-39 on June 21.

For tabling — Wrong. Against tabling — Right.

15. Community Recession-Relief Programs

Federal revenue sharing, first enacted in 1972, provides grants to local governments for use on locally controlled programs, based on local priorities. These grants have been used in a wide variety of projects ranging from pothole repair on local streets to health screening and immunization. Revenue sharing has provided jobs and helped soften the blow of recession in many communities.

In 1983 Congress passed a three-year extension of revenue sharing. The level of funding in the House version was $450 million higher than the Senate's. Sen. Bill Bradley (D-N.J.) offered an amendment to compromise by adding $225 million to the Senate bill, but with President Reagan staunchly opposed, conservative Senators closed their eyes to the hardship of recession and rejected the Bradley amendment 36-58 on Sept. 21.

For — Right. Against — Wrong.

16. Preventing Further Hikes in Home Heating Bills

President Reagan signaled his national energy policy shortly after his inauguration when he removed all remaining federal price controls on domestically produced oil. As a result the pump price of gasoline, an oil by-product, immediately jumped 8-10 cents per gallon. Since then Reagan has tried to remove the remaining price controls on natural gas prices. Since Congress partially deregulated natural gas in 1978, prices have skyrocketed. During the 1982-83 winter alone, residential price increases averaged 25 percent across the country, with some regions facing boosts as large as 60 percent. More than 300,000 families spent last winter without heat because they couldn't afford to pay sky-high fuel bills.

In the Senate, conservatives led the fight for the big companies. Sen. James McClure (R-Ida.) offered legislation to give the oil companies who control natural gas production another $40 billion windfall in higher gas prices. Fortunately, most Senators realized that Americans are fed up with oil company rip-offs, and rejected the McClure amendment 28-67 on Nov. 15.

For — Wrong. Against — Right.

17. Maintaining a Strong Public School System

Reagan Administration cuts in federal funds for education have forced local school districts to eliminate many worthwhile teaching programs. Despite this, the President led the charge in 1983 for special tax credits for those who send their children to private schools. The AFL-CIO opposes tuition tax credits on the grounds that they would weaken the nation's public school system. Furthermore, the Reagan-backed legislation would cost the Treasury close to $800 million per year, increasing pressure to cut programs in public education.

Sen. Robert Dole (R-Kans.) offered the Reagan tuition tax credit scheme on Nov. 16. The Senate responded to the Administration's proposal for an additional tax loss in a time of $200 billion budget deficits and killed the Dole amendment 59-38.

For — Wrong. Against — Right.

High court unanimous

Record checks upheld under wage-hour law

The Supreme Court ruled that the Labor Dept. has the right to order employers to produce wage and hour records for inspection without obtaining a search warrant.

In a unanimous decision, the court said that the section of the Fair Labor Standards Act authorizing the Secretary of Labor to subpoena witnesses or documents related to an investigation is constitutional. The ruling overturned a lower court determination that enforcement of the administrative subpoena power violated Fourth Amendment prohibitions against unreasonable search and seizure.

But the high court's opinion, delivered by Justice William Rehnquist, said that issuing a subpoena—or sending a compliance officer to the public areas of an employer's place of business to deliver it—was not unlawful entry or inspection.

The court said the administrative subpoena only orders the employer to produce wage and hour records, and since no entry to closed or non-public areas is demanded, a judicial search warrant isn't necessary.

The justices also pointed out that a subpoenaed employer has ample opportunity to challenge the subpoena in federal district court before suffering any penalties for refusing to comply with it.

The case stemmed from the Labor Dept.'s attempt to inspect the payroll records of the Lone Steer Motel and Restaurant in Steele, N.D.

After the owner refused to let two compliance officers see the documents, the Labor Dept. issued an administrative subpoena requiring the employer to bring payroll records to the department's regional office in Bismarck. The subpoena was served on a Lone Steer employee in the motel's lobby.

The federal court in North Dakota had ruled that although the Labor Dept. had complied with FLSA provisions in issuing the subpoena, enforcement of it would have violated the Fourth Amendment because no search warrant was obtained in advance from a judge.

But the Supreme Court disagreed, pointing out that "an entry into the public lobby of a motel and restaurant is scarcely the sort of governmental act which is forbidden by the Fourth Amendment."

The subpoena itself did not authorize either entry or inspection of the employer's premises or seizure of the records, it only ordered the motel's owner or agent to produce the appropriate records at a Labor Dept. office, the court said.

The justices said that the lower court's ruling was improperly based on earlier cases decided on different grounds, including the high court's ruling that bars Occupational Safety & Health Administration inspectors from entering an employer's non-public areas without a judicial warrant, or the employer's consent.

The decision pointed out that the court had already held that the subpoena power given to the Secretary of Labor by FLSA is constitutional provided that the subpoena itself is "sufficiently limited in scope, relevant in purpose, and specific in directive so that compliance will not be unreasonably burdensome."

USWA, industry file steel dumping suit against Spain

The Steelworkers joined nine specialty steel companies in a suit against a Spanish producer of stainless steel sheets and strip products, charging it with "flagrantly dumping" goods in the United States.

The industry-labor coalition accused the firm of frustrating U.S. efforts to preserve one of the most critical U.S. industries from the onslaught of dumped and subsidized specialty steel imports.

The Spanish company, Acerinox, is 71-percent owned by a Spanish bank. Another 25 percent of the firm is owned by Japanese interests, including Nisshin Steel.

Richard P. Simmons, chairman of the Specialty Steel Industry panel, said the decision to file the antidumping action with the Commerce Dept. and the International Trade Commission was made because Acerinox is continuing to dump stainless sheets and strip in the United States despite an additional 10-percent tariff placed on these products by the U.S. government.

Simmons said the industry is continuing its investigations of dumping and other unfair trade practices by other countries.

Passing the torch

New president of the New York State AFL-CIO, Edward J. Cleary, left, is congratulated by Raymond J. Corbett, who stepped down after 21 years in the office. Cleary, a member of the Electrical Workers, has been secretary-treasurer of both the New York city and state Building & Construction Trades Councils.

Unemployment rates show upward trend in 29 states

Continued from Page 1

unchanged from October. New Hampshire had the lowest jobless rate at 4.4 percent, but that was up from 3.9 percent in October. Of all 52 jurisdictions, Puerto Rico topped the list with 22.1 percent in November, matching the jobless rate of a month earlier.

The BLS survey showed that the number of workers on non-farm payrolls rose in 24 states, from October to November, but declined in 19 states and was unchanged in seven.

However, the count of the total civilian labor force showed declines in 26 states and Puerto Rico and improvement in 22 states and the District. Two states had no changes.

In a separate report, the BLS reported that first-time claims for state unemployment insurance benefits increased by 8,000 to 421,000, seasonally adjusted, for the week ended Dec. 31, 1983. Without the seasonal adjustment, which takes into account factors such as weather, vacations and school closings, the actual number of initial claims for state benefits totaled 558,000 for the week. BLS said this was an increase of 62,000 from the week before, but still a better mark than the 745,100 initial claims filed during the same week in 1982.

However, the seasonally adjusted rate for initial claims has hovered near 400,000 a week since June, BLS said.

Of the 20 states with jobless rate increases, the biggest jumps were in Alaska, where the rate rose from 8.4 to 10 percent, and in North Dakota, where the increase was from 3.8 to 5.4 percent. In Oregon, the rate rose from 9.1 to 10.4 percent.

Unwanted honor

A BLS survey of metropolitan areas showed that Laredo, Tex., had the nation's highest jobless rate in November at 21.2 percent, down slightly from 21.8 percent in October. Second highest was the McAllen-Pharr-Edinburg area of Texas where the jobless rate was 18.4 percent, down from 19.7 percent.

At the other end of the scale, Bryan-College Station, Tex., had a jobless rate of 2.9 percent in November, down from 3.2 percent the month before. Nashua, N.H., and Stamford, Conn., tied for second at 3.3 percent, although both rates were up slightly from October.

Other metropolitan areas with extremely high rates were Modesto, Calif., 16.7 percent; Huntington, W.Va., and Ashland, Ky., 16.6 percent; Duluth-Superior, Wis., 16 percent, Stockton, Calif., Wheeling, W.Va., and Johnstown, Pa., 15.3 percent; Lake Charles, La., 14.9 percent, and Gary-Hammond-East Chicago, Ind., and the Brownsville, Harlingen-San Benito, Tex., area at 14.5 percent.

Aid to Salvador linked to reforms

Continued from Page 1

In comparison, a section of the Kissinger commission's report states:

"With respect to El Salvador, military aid should, through legislation requiring periodic reports, be made contingent upon demonstrated progress toward free elections; freedom of association; the establishment of the rule of law and an effective judicial system; and the termination of the activities of the so-called death squads, as well as vigorous action against those guilty of crimes and the prosecution to the extent possible of past offenders. These conditions should be seriously enforced."

Kirkland said the commission had expressed this opposition to military aid "on the grounds there had not been sufficient progress on human rights." He said the panel will be watching "what actual progress there is with regard to future proposals for military aid."

Kirkland's comparison of the AFL-CIO convention resolution and the Kissinger commission report came as the Reagan Administration acknowledged the need for substantial human rights progress in El Salvador, but nevertheless called for a major boost in U.S. aid.

Besides the military aid issue, a number of other parallels were cited between the AFL-CIO convention resolution and the Kissinger commission report.

For example, the convention stressed that "the deep-seated social and economic problems in the region cannot be solved by military means alone," while the commission report observed that "until rapid progress can be made on the political, economic and social fronts, peace on the military front will be elusive and fragile. . . ."

On the issue of self-determination, the convention resolution said: "The working people of Central America desire democracy based on political and economic freedom, which can only come about with a change of the old unjust order."

Self-determination

The comparable section of the commission report states:

"We have a humanitarian interest in alleviating misery and helping the people of Central America meet their social and economic needs. . . . Three principles should, in the commission's view, guide hemispheric relations; we have sought to apply them to our considerations of Central America.

"The first principle is democratic self-determination. . . .

"The second principle is encouragement of economic and social development that fairly benefits all. . . .

"There must be an end to the callous proposition that some groups will be 'have-nots' forever. . . ."

In another development, the Salvadoran Army high command ordered a captain linked by subordinates to the 1981 murders of two AFL-CIO advisers to remain jailed. The order followed protests by American labor and government officials over reported plans to release Capt. Eduardo Alfonso Avila on Jan. 19.

Two former National Guard corporals confessed to assassinating Michael P. Hammer and Mark D. Pearlman, land-reform advisers for the AFL-CIO's American Institute for Free Labor Development, and Jose Rodolfo Viera, director of the Salvadoran Institute of Agrarian Transformation. The killings occurred three years ago this month.

The former Guardsmen testified that Avila and Lt. Isidrio Lopez Sibrian provided them with the weapons and ordered them to kill the three men.

Under Salvadoran law, the corporals' testimony cannot be used against others involved in the crime, and this has obstructed further convictions in the case.

In a meeting of top Army officers at the Salvadoran Defense Ministry, it was decided to continue Avila's detention to give local courts and prosecutors an opportunity to question him about the killings.

Avila was being held originally for leaving the country without the high command's permission. He will remain in custody for "an undetermined period of time," the police said.

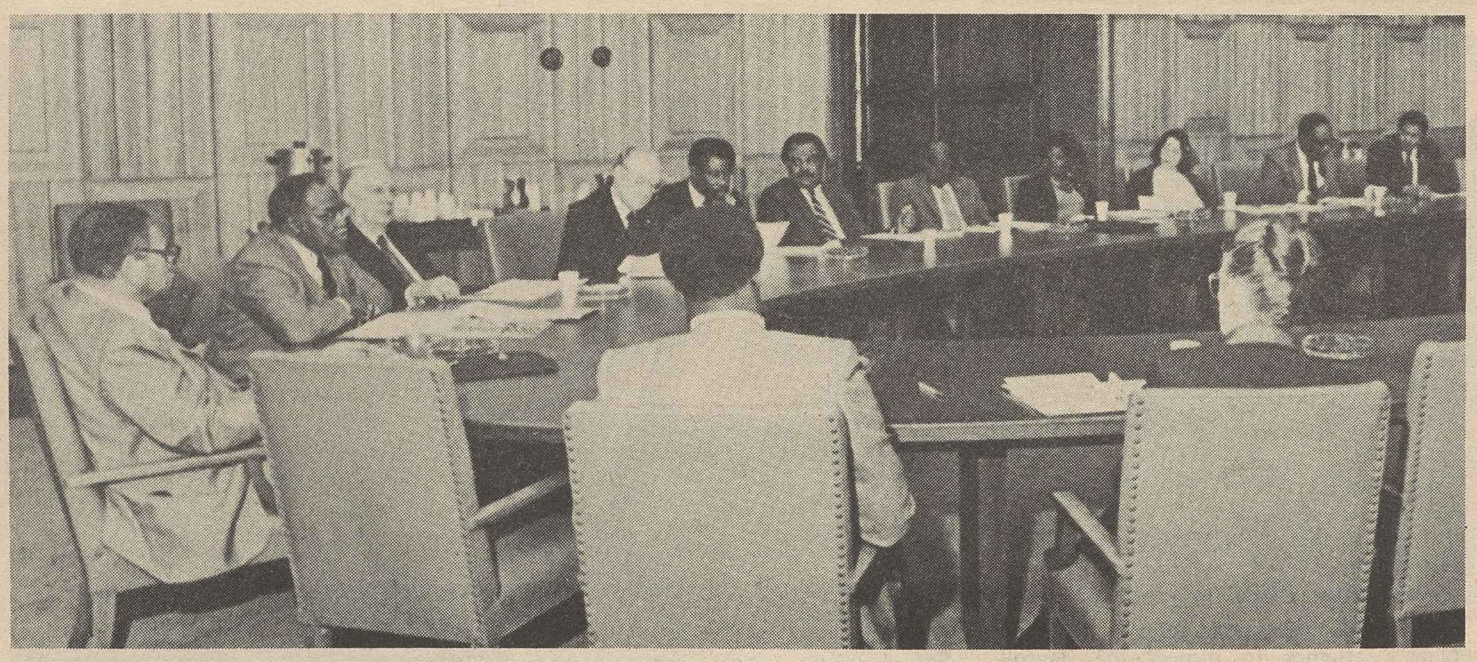
New pamphlet focuses on open shop campaign

A new AFL-CIO pamphlet details the "open shop" crusades of the past 80 years and exposes the narrow-based support of the National Right to Work Committee.

The pamphlet, "The Open Shop Movement: Thriving Through Failure," notes that only three states adopted RTW laws in the past 28 years and only one of those was by popular vote—the remainder by state legislative action.

The pamphlet is made up of articles that appeared originally in the AFL-CIO News on the "Memo from COPE" page.

Copies are available from the AFL-CIO Pamphlet Division, 815 Sixteenth St., N.W., Washington, D.C. 20006. Single copies are free and bulk orders are $25 per 100 copies.



Civil rights reversal scored

Backward steps taken by the Reagan-dominated U.S. Civil Rights Commission were decried by AFL-CIO Vice President Frederick O'Neal, left, chairman of the federation's Civil Rights Committee. The panel at its semi-annual meeting also heard reports on the legislative outlook in the new session of Congress.

Davis-Bacon rules change cleared as Supreme Court denies review

The Supreme Court's refusal to review a lower court decision clears the way for the Reagan Administration to go ahead with damaging changes in Davis-Bacon Act rules—and that could mean lower wages for workers on federal construction projects.

Organized labor had asked the high court to review an apellate court decision approving Labor Dept. changes in regulations for administering the 53-year old prevailing wage law. Building trade unions called the rule changes "radical," and charged that they amounted to "wage-busting" and "forbidden administrative law-making" by the Secretary of Labor.

The AFL-CIO Building & Construction Trades Dept. and the federation went to court to block the revisions when they were first proposed in 1982, but the Supreme Court's Jan. 16 refusal to hear the case let stand an appeals court opinion allowing most of the changes. The Labor Dept. said it expects to have the new regulations in place in about a month.

BCTD President Robert A. Georgine said the court's decision to deny a review was "no surprise," and he stressed that building trades unions "will be exerting our best efforts and doing whatever we can to see that wages will be protected under the new regulations DOL is going to implement—and to see that workers continue to be protected."

Basically, the new regulations will let Labor Sec. Raymond Donovan change the formula for defining the prevailing wage in an area, permit greater use of lower-paid "helpers," restrict the use of existing Davis-Bacon wage scales in an area in prevailing rate determinations for future projects, restrict the geographic area used for determining wage rates, and loosen some contractor compliance requirements.

New abuses feared

Georgine warned that "there is a good chance that there will be 'open shop' contractor associations who will try to get the rules—especially those on helpers—to mean many other things than they really mean." He pledged that unions will "be vigilant" to make sure workers' rights will not be abused.

Building trades unions charged that the Reagan Administration's interest in changing the Davis-Bacon regulations is an attempt to undercut prevailing wage protections by making revisions even though Congress had not amended the law.

The Davis-Bacon Act, passed in 1931, requires construction contractors doing work for the federal government to pay workers in various classifications the prevailing wage for that work in their geographic area. The law, passed with bipartisan support and signed by a Republican president, was intended to prevent cut-throat competition based on wages among contractors and to protect reputable, established area contractors from unfair competition from fly-by-night, out-of-state operations who snared government contracts by low-balling wage costs in bids.

However, the Reagan Administration in 1982 proposed major changes in the rules for enforcing the law on the grounds that depressing wages on federally funded job sites would be "cost-effective" and save money in the federal budget.

The unions countered that the law was intended to ensure fair wages and working conditions on federal projects, not to save the government money at the expense of workers.

In a July 1982 decision, U.S. District Court Judge Harold H. Greene agreed and issued an injunction blocking the Labor Dept. from going ahead with all the proposed changes except one that allows Donovan to set the prevailing rate based on that paid to 50 percent instead of 30 percent of the workers in a classification.

The Labor Dept. appealed that decision in 1983, and won, but the appellate court ruled that some of the proposed changes must be modified, including those permitting the increased use of helpers and a plan to let contractors "self-certify" that they were in compliance with the law.

The court said the Labor Dept. must recognize "prevailing local practices" regarding the use of helpers, and it rejected the department's plan to let contractors submit compliance statements without any form of wage documentation. Although the new rules will let contractors submit "individualized wage information for each covered employee," weekly payroll records will no longer be mandatory.

'Radical changes'

In asking the high court to review the case, the unions pointed out that the new rules would amount to "radical changes in long-standing regulations," many of which were issued at the same time the law was passed, and many which had been reviewed and reapproved since.

They said the reasons given by the Reagan Administration for fiddling with the regulations were "plainly insufficient," and stressed the way they would lower wage rates in contrast to the purpose of Davis-Bacon which is to ensure fair wages.

The changes, the unions said, were not an effort by Donovan to carry out the original mandate of the law, "but rather an attempt to change that mandate to fit the Secretary's own view of what the statutory purpose should be."

Union coalition urges funding of theater network

New York—A coalition led by entertainment industry unions launched a drive for a federally funded national theater to improve the access of all Americans to the arts and to create jobs.

The National Theater Coalition was formed here during a meeting sponsored by Actors' Equity attended by more than 70 representatives of unions and professional associations, as well as community, civic and service organizations.

The group is urging creation of a network of theaters in cities across the country to make theatrical production accessible to every citizen. At the same time, the group pointed out, thousands of jobs will be available to theater workers.

At its initial meeting, the coalition discussed the Equity's long-standing plan for a national theater. The union's own committee is chaired by President Ellen Burstyn. The national coalition will hold its next meeting in late January to discuss expansion of the plan to all the arts, fund-raising and methods for gaining Congressional support.

Organizations represented at the founding conference were: the Theatrical Stage Employees, Screen Actors, Television & Radio Artists, Theatre Guild, Writers Guild, Labor Theater, International Agency for Minority Artist Affairs, Americans for Democratic Action, the Society of Stage Directors & Choreographers and the National Coalition of 100 Black Women.

Auto Workers ratify Dana contract

Westlake, Ohio — Auto Workers employed by Dana Corp. ratified a new three-year contract that covers more than 7,000 workers at 15 facilities in Ohio, Indiana, Illinois, Michigan and Pennsylvania.

UAW Sec.-Treas. Ray Majerus, who heads the union's Dana Dept., said the settlement "retains the basic economic principles of our contract and provides greatly improved benefits, wages and job security" to Dana employees.

The new pact provides for an immediate across-the-board increase of 13 cents an hour to cover cost-of-living adjustments due since last September. Wage hikes of 3 percent each year are slated for December 1984 and December 1985. The agreement retains the COL formula at 1 cent for each .26 increase in the government's consumer price index, adjusted quarterly.

Improvements were also posted in pensions for current and future retirees, and in group life and disability programs. A key feature of the contract, the UAW said, is a substantially strengthened job security clause.

Reagan choice shifts balance on OSHA unit

E. Ross Buckley, sworn in as a member of the Occupational Safety & Health Review Commission less than a week after his recess appointment by President Reagan, will be the swing vote on the three-member panel in decisions that could be detrimental to labor's interests, the AFL-CIO warned.

The nomination of Buckley was opposed by the federation, and the Senate declined to confirm Buckley's nomination in its last session.

Rarely used process

In a rarely used appointment process, Reagan placed Buckley on the commission, marking the first time that method has been used to fill a commission vacancy. Buckley's appointment will end at the adjournment of the next Senate session unless his nomination is confirmed this year.

The President has authority to make recess appointments to fill certain vacancies when Congress is not in session.

Buckley is filling the vacancy created when the term of commissioner Bertram Cottrine ended in April 1983. In opposing Buckley's nomination, Margaret Seminario, associate director of the Dept. of Occupational Safety, Health & Social Security, questioned whether he had the qualifications to judge technical health and safety issues. Buckley previously was director of the Justice Dept.'s Information & Privacy Act unit before joining OSHRC as general counsel in 1982.

Seminario called Buckley the "swing vote" on the commission, adding labor will closely watch the commission's decisions to see whether the reservations about Buckley "are borne out."

The commission, which reviews cases brought by employers cited for violating OSHA standards, has a growing backlog of cases due to the frequent deadlocks between the other two commissioners—Chairman Robert A. Rowland, a Reagan appointee, and Timothy F. Cleary, who was appointed during the Carter Administration.

Common Market assailed for steel retaliation threat

The Steelworkers and industry officials assailed the European Economic Community's proposal to institute retaliatory trade measures against the United States for its import restraints on specialty steel.

A joint statement by the USWA and the U.S. Specialty Steel Industry termed the EEC action as "simply outrageous."

Last July, the U.S. government granted the import-battered American specialty steel industry and its workers "relief" in the form of quotas and tariffs because of heavy subsidies by EEC nations.

Tariffs and quotas

Instead of restraining subsidies, the EEC said it would increase tariffs on methanol, vinyl acetate and burglar and fire alarm systems, and place quotas on styrene, polyethylene and some sporting goods. The measure is for four years beginning Mar. 1.

The union-industry group outlined a long list of anti-dumping and countervailing-duty cases under the General Agreement on Tariffs & Trade involving "flagrant dumping and subsidies by the Europeans." It noted that no denial of subsidies was issued by the EEC.

Citing a projected $100 billion U.S. trade deficit for 1984 and the loss of 2 million American jobs, the coalition said: "It is time we give the highest priority to defending the trade interests of the United States. We urge our government to defend American industries by vigorously opposing the outrageous actions proposed by the EEC."

EDITORIALS

Industrial Sense

ONLY IN AMERICA is the concept of a national industrial policy controversial. And that, perhaps, goes a long way to explaining why the United States has been losing jobs and world markets.

Other industrialized nations, no less committed to free enterprise, have readily acknowledged a national interest in the continued health of the goods-producing sector of their economies.

It doesn't require an advanced academic degree to realize that the United States cannot long prosper as a mere consumer of goods.

The newly issued report of the Industry Policy Study Group is most welcome, even though it doesn't really break new ground. Its recommendations are similar in approach, if not in detail, to the proposals that have been made by the AFL-CIO, the Industrial Union Dept., and members of Congress.

It is welcome as a sign of the important and essentially nonpartisan consensus on the need for a national industrial policy—a consensus that includes business leaders as well as union leaders.

And it is welcome because it firmly rejects the premise that the issue is no longer pressing because the economy is on an upswing. As the report makes very clear, many of the workers in basic industries will never be recalled, and the pattern of recent years has been an increasingly high plateau of unemployment after a limited recovery from recession.

THE REPORT doesn't propose to guarantee the preservation of any industry or any job. It merely seeks a framework that will enable responsible persons from government, business and labor to consider what is best for the country and to seek practical means to achieve it.

Any government investment would be at least matched by private-sector investment. Because assistance would be carefully targeted to the need, it would be enormously more cost-efficient than the wholesale tax cuts that provided funds for cannibalistic corporate takeovers that provided no new jobs instead of financing modernization and expansion.

The concept makes enormous good sense. And no one yet has come up with a better idea.

The Civil Rights Retreat

LET THERE BE no mistake or misunderstanding. The AFL-CIO, along with other groups that make up the Leadership Conference on Civil Rights, deplores the Reagan Administration's takeover of the U.S. Commission on Civil Rights and opposes the backward steps taken by the commission's newly appointed majority.

The delegates to the AFL-CIO convention last October had just that threat in mind when they adopted the resolution on civil rights which included this unequivocal language:

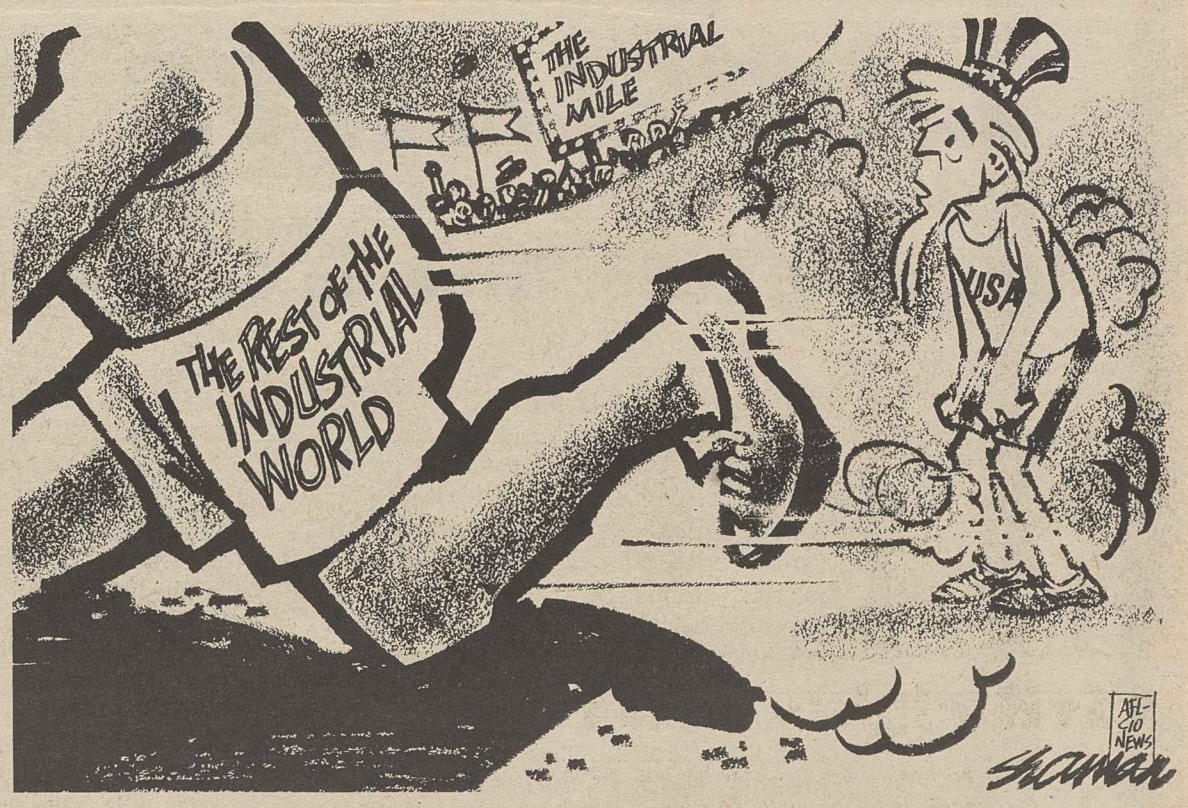
"We demand that the Reagan Administration desist from policies designed to sap the effectiveness of civil rights agencies by failing to enforce existing laws and regulations, budget cuts, politicalization of agencies, appointments of persons who do not believe in the mission of the agencies. . . .

"We strongly advocate that the federal government abandon its retreat from affirmative action efforts and vigorous enforcement of equal opportunity legislation and regulations."

In a related area, the convention resolutions further distanced labor from the Reagan Administration by calling on the trade union movement for "a strong, consistent lobbying effort" to pass the Equal Rights Amendment in Congress and secure its ratification by the states.

The same resolution called on affiliates, to seek "pay equity through collective bargaining agreements that upgrade undervalued job classifications and, when a union determines that such factors as legal limitations or the employer's bargaining policy make it necessary, to seek pay equity through administrative and judicial redress."

These differences with President Reagan on civil rights are fully reinforced by the AFL-CIO's fight against Administration economic policies and program cuts that find their chief victims among the poor, low-income minorities and women.



Washington Window

Reagan Recession, cuts deal cities double blow

By Press Associates, Inc.

Most cities are in worse shape today than they were in the 1960s, a study by the National Urban Coalition found.

The coalition's 67-page report, "The Situation in Urban America," painted a generally gloomy picture of the nation's economic, population, cultural and political centers. But it also pointed to hopeful stirrings.

Despite the spotty economic upturn, cities and their inhabitants are still reeling from the double blows of the worst recession since World War II and the Reagan social program cuts, the report said, charging "the Reagan Administration's budget policies have increased suffering in America's urban centers."

Since the coalition's last report on the cities in 1982, "many cities have continued their decline—a descent accelerated by reductions in federal and state aid, unabated high unemployment among the poor and new poor, a rising tide of hungry and homeless people, bankruptcies and job and business flight, with consequent losses to local tax bases. The fragile resources of cities and states cannot meet the increased demands or lighten the deeping despair faced by millions of Americans."

A bad bargain

Regarding Reagan's philosophy of shifting more responsibilities from the federal government to the states in the name of New Federalism, the report noted that "Republican and Democratic governors alike joined the mayors in backing away from the Administration's sweeping New Federalism proposals as a very bad bargain." New responsibilities must be matched by the dollars needed to meet them, it pointed out.

As part of the New Federalism, Congress in 1981 lumped more than 50 categorical aid programs into seven block grants to the states and then cut funding by 25 percent.

This new "flexibility," the report said, "often has led to re-allocation away from cities in distress to higher-income suburbs or to less populated rural areas." In addition, the new approach fails to take proper account of "imbalances among the more affluent and less affluent states," it said.

Actions versus words

"Minorities and women and other urban residents continued to find that, in their lives, the gap between the rhetoric of the Reagan Administration's concern for civil rights, education, crime, and drug and alcohol abuse was not matched by its actions and expenditures," it stated.

While noting the recent decline in the jobless rate, the report pointed out that economists are not optimistic "that the recovery will reach communities and groups hardest hit by the recession and the decline in the industrial sector."

It noted that a number of states and even some cities recently discovered budget surpluses due to tax hikes, service cutbacks and public employee layoffs. The coalition urged that these surpluses be used to restore vital services and to ease regressive taxes, such as sales taxes, which burden lower-income people.

At the national level, the coalition pressed Congress to spare "the already-decimated social and human needs programs from further reductions. There is truly nothing left to cut without exacerbating the rising homelessness, hunger and unemployment. . . ."

For the longer run, the coalition called for large-scale public works, housing, job training and education programs targeted to disadvantaged and dislocated workers.

On a hopeful note, the coalition pointed out that "the new political activism among blacks, Hispanics and women which decided or strongly influenced mayoral races across the country provides the possibility for a stronger emphasis on urban priorities in the up-coming 1984 elections."

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LEGISLATIVE ALERT!

Upcoming Labor Issues in Congressional Agenda for 1984

	WHAT HAPPENED IN 1983	FORECAST FOR 1984	COMMENTS
ISSUE: FEDERAL BUDGET	Congress approved a budget that seemed to offer hope of reversing Reaganomics. But than it failed to comply with its self-imposed budget targets. House and Senate did not come up with enough votes to pass deficit-reducing tax reforms.	President Reagan will soon release a new budget plan for fiscal 1985 with the deepest cuts in Medicare and Medicaid. "Deductibles" would increase, fees to patients would increase for all but "catastrophic" long-term hospitalizations.	Republican Whip Trent Lott (R-MS) said, "It's pretty unanimous there won't be cuts in Medicare." Medicaid, Aid to Families with Dependent Children, other programs may be more vulnerable.
ISSUE: TAXES	In 1983 Congress passed a budget resolution calling for tax reforms. But the Senate then killed one major reform: the labor-endorsed $720 cap on personal tax cuts. The House failed to come up with enough votes for a tax reform package.	President Reagan will ask Congress for new taxes on workers' health insurance. If your employer pays more than $900 per year for your individual policy or $2,200 for a family, the difference would be considered taxable income to you.	House Speaker O'Neill (D-MA) after most Republicans voted to kill tax reform last year: "The next time I see Republican crocodile tears about the deficit, I'm going to ask them where their party was today."
ISSUE: FAKE CORPORATE BANKRUPTCIES	Several corporations filed for bankruptcy not because they were bankrupt but only in order to escape obligations to unionized employees. Wilson Foods and Continental Airlines were the most notorious examples.	The AFL-CIO is leading an effort to clarify the Bankruptcy Act and prevent this kind of abuse. But the needed reform may be combined with other legislation dealing with the bankruptcy court system. AFL-CIO is working to end this logjam.	Airline executive: "What Continental is doing makes a mockery of the collective bargaining system. If the unions let them get away with this, they're crazy."
ISSUE: INDUSTRIAL POLICY	Rep. John LaFalce (D-NY) introduced H.R. 4360 to help older industries modernize for greater efficiency, help new industries with research and development, and create good jobs by helping U.S. industry meet foreign competition.	Additional hearings, passage to full House Banking Cmte. expected by early February. Senate Democratic Caucus endorsed an industrial redevelopment program. Also on the agenda is H.R. 2847: protections for workers when a plant is closed.	AFL-CIO President Kirkland: "America's industrial base is dangerously eroding and with it our ability to grow and create and sustain millions of jobs. Reversing this process requires a national commitment..."
ISSUE: FAIR TRADE	Sen. John Danforth (D-MO) tried to push his so-called trade reciprocity bill through the Senate. The AFL-CIO objected because it would give President Reagan more tariff-cutting authority, easing the way for even more imported goods.	Unfair trade "reciprocity" bills will continue to be a threat in the House and Senate. The AFL-CIO will continue to push S. 707, the domestic content bill, which already passed the House (see story, below).	The United States is suffering from the worst trade deficits in history. Imports exceeded exports by $70 billion in 1983. Every billion dollars in trade deficit translates to 25,000-50,000 lost jobs.
ISSUE: IMMIGRATION REFORM	Senate passed an immigration reform bill last May. House bill, H.R. 1510, requires improvement before the AFL-CIO can endorse it. House leadership withdrew the bill from consideration because of political concerns, but now has agreed to bring it to the floor early in 1984.	The AFL-CIO is working for: sanctions against those who hire illegal workers; anti-discrimination protections; employee ID system; generous legalization plan for current undocumented residents; prohibition of "bracero" temporary worker plans; adequate Immigration Service funds.	Illegal workers are exploited by unscrupulous employers. For example, illegal garment workers in New York sweatshops earn $9-10 per day. This reduces employment opportunity, wages and benefits for all.
ISSUE: NATURAL GAS PRICES	Good news: In November the Senate rejected legislation that would have accelerated current timetable for removal of controls from natural gas prices. Bad news: Senate also rejected a bill to extend gas price controls beyond their planned expiration date in 1985.	The AFL-CIO will continue its three-year-old drive to stop the Reagan Administration from decontrolling gas prices, and will push bills to extend controls and roll back price ceilings to lower levels: H.R. 2154 and S. 996.	The major oil companies have begun a $1 million "grass roots" campaign to try to get consumers to write Congress asking for decontrol! Watch out for this campaign of confusion and misinformation by the "Alliance for Energy Security."

HOUSE VOTES WERE FAVORABLE; URGE SENATE TO PASS THESE BILLS

The House has completed action on these labor-endorsed bills. Reaganites in the Senate will be more difficult, so please redouble your efforts and write to your Senators:

STOP "ACCESS CHARGES" AND KEEP TELEPHONE SERVICE AFFORDABLE

The American Telephone and Telegraph Co. has been broken up into seven local companies plus a new AT&T. One result will be sharply higher phone bills. Local rate increases do not come under Congress' purview, but Congress can stop proposed charges for "access" to long-distance lines. These charges would begin at $2 per month this year and rise to $10 per month by 1990, and would be imposed even on those who make no long-distance calls.

WHAT YOU CAN DO: Urge your Senators to support S. 1660. This bill would prohibit "access charges" and would help keep rates reasonable for basic residential service.

DOMESTIC CONTENT BILL WOULD ADD 1 MILLION JOBS

Just as the Japanese government announced it will increase its shipments of autos and trucks to the United States, from 1.68 million in 1983 to 1.85 million this year, the House passed the domestic content bill, which would force foreign vehicle manufacturers to set up plants in this country if they wish to sell here.

Mexico has announced that Ford will comply with that country's content law and will manufacture a small car there for export to the U.S.

WHAT YOU CAN DO: Urge your Senators to support S. 707, the domestic content bill.

HEALTH CARE FOR THE UNEMPLOYED

Because most people lose their health insurance if they lose their jobs, and because most are not eligible for Medicaid, unemployment creates a national health crisis. So the House approved a special program of health care for the jobless.

WHAT YOU CAN DO: Key Senate leaders have worked out a compromise health care bill, but the threat of a filibuster has kept it off the floor. Urge your Senators to approve legislation to provide health care for the jobless.

New NLRB majority reverses course

Shifts to back management in pivital case

AFL-CIO news
VOL. 29, NO. 4
SATURDAY
JANUARY 28, 1984

By David L. Perlman

The new Reagan-appointed majority of the National Labor Relations Board has reversed a decision that supported labor's position in an important transfer-of-work case. It overturned at the same time the court-tested precedent on which the decision was based.

Siding squarely with employers in the board's 180-degree policy reversal were Chairman Donald L. Dotson and members Robert P. Hunter and Patricia Diaz Dennis.

Strongly dissenting was Don A. Zimmerman, the lone holdover from the pre-Reagan NLRB.

According to the present NLRB majority, it is no longer an unfair labor practice for an employer to lay off workers in a plant where their union had refused to take a mid-contract pay cut and transfer their work to another plant where workers weren't represented by a union and where wage rates were lower.

Unless the union contract specifically prohibits such a transfer of work, the new NLRB held, that sort of conduct is allowed. The only requirement is that the transfer of work be for economic reasons—a cost savings for the employer — and not from anti-union motivation.

Earlier ruling

Just 14 months earlier, a 3-0 decision by an NLRB panel had taken an opposite position—in clear accord with what then was viewed as firmly established precedent.

AFL-CIO President Lane Kirkland, speaking to an Industrial Union Dept. conference the day after the NLRB's reversal, lashed out at what he termed the Reagan Administration's "revolution of the right." The Administration is "packing the National Labor Relations Board with lifelong sycophants of industry," Kirkland charged.

The case involved a local of the Auto Workers, which represented workers at the Milwaukee Spring Division of the Illinois Coil Spring Co.

Midway in the contract period, the company asked the union to agree to major pay and benefit concessions to offset a decline in revenue. The parties bargained on the issue but in the end the union notified the company that the workers had voted against mid-contract wage concessions. The company subsequently acted unilaterally to close down its assembly operations at Milwaukee and transfer the work to its non-union Illinois plant.

As the NLRB noted in its original 1982 decision ordering the company to rescind the shift: "The relocation decision is economically motivated. . . . The failure to provide an adequate return on investment prompted the decision to relocate the assembly operations, not an inability to pay the contractual wage rates."

The decision cited precedents dating back to 1973 and especially a similar 1978 case involving the Los Angeles Marine

Continued on Page 5

Kirkland stresses risks of new economic slump

Calls Reagan policies fuel for recession

America risks a new and more devastating Reagan Recession "until there are changes in the policies that brought us to the brink of disaster," AFL-CIO President Lane Kirkland warned at a series of union legislative conferences.

"We will have to persuade Congress that, for millions of jobless Americans, the Reagan Recession is far from over, and the unemployed still need help," Kirkland said.

Several thousand local union delegates were in Washington as the second session of Congress opened, taking part in legislative conferences of the Industrial Union Dept. the Auto Workers and the Fire Fighters.

Kirkland stressed that labor's agenda goes beyond "applying Band-Aids to torn safety nets" and seeks a revival of America's industrial capacity—"an undertaking that will require the full cooperation of business, labor and government."

Labor is "no longer a voice in the wilderness" on this issue, Kirkland noted and bills have been introduced in Congress that the AFL-CIO is pressing to have taken up by the House as soon as possible.

"But we are under no illusion that our program will get past the desk in the Oval Office until there is a new President to pick up the pen and sign it," he said.

Mondale candidacy

"Walter Mondale, the candidate whom union members have instructed the AFL-CIO to support, shares our concerns and objectives," Kirkland told the delegates. And "seeing to it that he gets the chance to lead the way to a national industrial renaissance is our highest priority."

Kirkland acknowledged that labor's so-called "big political gamble" carries a "risk of failure."

But unless the effort is made, he stressed, there will almost inevitably be a continuation of policies that "brought such hardship and pain to the millions we represent."

Continued on Page 4

Continental divide

Machinists and Air Line Pilots picket at Washington's National Airport to protest Continental Airlines' misuse of federal bankruptcy laws to break contracts with unions. Similar demonstrations were conducted Jan. 27 at a dozen major cities.

Reagan speech viewed as kickoff for campaign

President Reagan set the tone for his re-election campaign with a State of the Union address that painted a glowing picture of an America that has overcome its economic problems, lifted the burden of government from the backs of its people, and now is "bursting with opportunities," especially for "small business people with big ideas."

For millions still unemployed, for the homeless huddled in public shelters within sight of the Capitol, Reagan had assurances that the day will come when "each of you can reach as high as your God-given talents will take you."

The President defended the tax cuts that contributed so much to the record deficits of his Administration and said the first step in bringing down federal deficits is by further "limiting the size and scope of government," but without tampering with the military segment of the budget.

He asked constitutional amendments to allow him to veto part of an appropriation bill, to require a balanced budget, to allow prayers in public schools and to prohibit abortions.

Reagan invited bipartisan involvement of Congress in plans for a "down payment" on deficit reduction and said he had directed his Secretary of the Treasury to come up with a plan to simplify the tax system and give him the specifics next December, after the presidential election.

For the future of American industry, Reagan had faith that "initiative and ingenuity" will "create sunrise industries and make older ones more competitive." He announced plans to develop a permanently manned space station within a decade, "ease regulatory constraints and, with NASA's help, promote private investment in space."

Continued on Page 3

Real wages still below 1979 level

The real earnings of American workers at the end of 1983 were still 3.5 percent below 1979, even though inflation rose only 3.8 percent last year and purchasing power climbed 2.5 percent.

As the AFL-CIO Dept. of Research calculates it, that 3.5-percent lag in inflation-adjusted wages meant that average weekly earnings in 1977 dollars were $6.37 a week less in December than in December 1979.

That means that workers' purchasing power has fallen off about a dollar a day from December 1979 to December 1983.

The figures reported from the Bureau of Labor Statistics often seem like so much gobbledegook, a situation that AFL-CIO Research Director Rudy Oswald noted could be confusing to some workers.

"Many workers feel that the drop in purchasing power is taking place but don't see the numbers released by BLS that substantiate that drop," he said.

Unadjusted earnings

Gross weekly earnings, expressed in current dollars, continued to rise last month as they have over the past four years, he noted. These averaged $289.68 last month as compared with $229.04 in December 1979.

"But workers frequently fail to see the numbers that show that real, inflation-adjusted earnings—actual purchasing power—are dropping," Oswald pointed out.

Real weekly earnings in December were $174.40, down from $180.77 in 1979.

The 1983 slowdown in the inflation rate, as measured by the government's consumer price index, was attributed mainly to the Reagan Recession, as well as more stable world oil prices and a rising dollar that helped cause an actual decline in energy prices.

Food price increases moderated in December also, contributing to the slowdown in the over-the-month CPI rise of just two-tenths of 1 percent.

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Baltimore Evening Sun columnist Dan Rodricks, left, accepts the $1,000 prize that goes with the Newspaper Guild's Heywood Broun Award from Peter Kihss, a former New York Times reporter and 40-year Guild member.

Baltimore columnist winner of Guild's 1983 Broun prize

Dan Rodricks, a columnist for the Baltimore Evening Sun, won the Newspaper Guild's 1983 Heywood Broun Award for outstanding individual journalistic achievement.

Rodricks was selected among 115 nominees for the union's prestigious annual award which is named for the Guild's founding president.

The competition's judges said Rodricks was chosen because of his "sustained attention to the problems of ordinary men and women" in his columns during 1983.

The award, which includes a $1,000 prize and a citation, was presented to Rodricks at a luncheon prior to the Guild's international executive board meeting in Washington.

Honorable mention citations were also awarded to Bob Wyrick and Patrick Owens of Newsday, Long Island, N.Y., and Steve Konicki and Luisa Yanez of the Miami News.

Wyrick and Owens were cited for a series that examined the hardships suffered by thousands of people who lost social security disability pensions as a result of government cost-cutting, and Konicki and Yanez were honored for a series exposing abuses by health clinics that were supposed to serve the needy in South Florida's Cuban community. Wyrick had previously won the Broun award in 1967.

Rodricks, who is a member of the Washington-Baltimore Newspaper Guild, is the second columnist to win the Broun Award in its 43-year history. Columnist Mike Royko, then of the Chicago Sun-Times, won in 1968.

The judges of the 1983 Broun competition said Rodrick's columns were outstanding because "with compassion and restraint, with humor and understanding" they introduce readers to "people made needy by shifting economic and political circumstances."

"Three times each week," the judges said, "he tells their story with care, kindness and a spirit of intelligent concern that echoes and extends the journalistic contribution of Heywood Broun." The judges noted that Broun's columns in the 1920s and 1930s "virtually introduced the daily column of compassion and understanding."

Judges for the 1983 Broun Award were Susan Stamberg, co-host of National Public Radio's "All Things Considered" news program; Maxwell McCrohon, editor-in-chief of United Press International, and Richard T. Stout, director of the graduate program in journalism at American University.

The panel was chaired by Peter Kihss of the New York Newspaper Guild, a retired New York Times reporter.

Voting up in all regions

Election trend points to heavy '84 turnout

By Susan Dunlop

Voter turnout in 1982 was up over 1978, reversing a 20-year downward trend, and that could mean voters will be flocking to the polls in record numbers in 1984, the Committee for the Study of the American Electorate reported.

The bipartisan research group studied voter turnout in so-called off-year, or non-presidential year, elections since 1962. Fewer and fewer eligible voters had been going to the polls since the mid-1960s, but the turnout in 1982 was up substantially over 1978 in states that had elections, the CSAE said.

The study put overall national voter turnout in 1982 at 41.1 percent of eligible voters, up 3.6 percent from the 37.5 percent who voted in 1978. By contrast, AFL-CIO COPE estimated the turnout by union members at 48-49 percent.

The study said voter participation was up in all regions of the country and for both parties. The largest increases in turnout were in the industrial Midwest and the farm belt. And in the South, where turnout has traditionally lagged far behind the rest of the nation, the gap continued to narrow.

The study found that both the Democratic and Republican parties experienced greater participation, but it noted that the 1982 increase in voting came despite little change in the rate of voter registration nationwide.

CSAE Director Curtis B. Gans, in an analysis of the study, said the results suggest that the Reagan Administration "has had both a polarizing and mobilizing effect among already registered voters."

He pointed out that voter participation was up among groups such as blacks, farmers and employed and unemployed workers.

The fact that "nobody seems neutral about Reagan" could draw voters to the polls in 1984, Gans said.

Polarization

At a separate news conference, pollster Lou Harris agreed that President Reagan has "polarized the nation more than anyone since Franklin D. Roosevelt."

Harris predicted that the 1984 election will be very close, but said Reagan is vulnerable to a loss because polarization usually boosts voter turnout and that usually favors Democrats.

He told reporters his polls find that 35 percent of the voters are "hard-core pro-Reagan," but 38 percent are "hard-core anti-Reagan." And, of those questioned, about 72 percent didn't believe the federal budget will be balanced if Reagan is re-elected. Also 61 percent of those polled are worried that President Reagan will get the nation into war, Harris reported.

Other results of the CSAE study of statewide contests showed that while both major political parties experienced greater turnouts in 1982 over 1978, more Democrats went to the polls than Republicans, continuing a 20-year trend.

Democrats increased their share of total voter participation from 19.5 percent in 1978 to 21.8 percent in 1982, while Republicans increased their share from 17.2 percent in 1978 to 18.4 percent in the last election.

Voter turnout

Census figures, used as the basis for CSAE's results, showed that a total of 65,549,788 persons voted in the 1982 elections out of a potential of 159,247,000 eligible voters.

The CSAE reported that while voter turnout was up in every region of the country, including a 4.4 percent jump in the industrial Midwest, the smallest increase was posted in the West where turnout improved by only three-tenths of 1 percent over 1978.

The South also showed a sharply improved voter turnout—3.2 percent over 1978. Gans observed that improvements in the region were the result of increased registration among both blacks and fundamentalist Christians, the growth of the two-party system, the impact of the Voting Rights Act and improvements in laws and regulations that ease registration and voting.

The study said the biggest improvements in voter turnout over 1978 occurred in Alaska, where the turnout was up 21.3 percent; Arkansas, up 13.4 percent; Alabama, up 10.9 percent; Georgia, up 10.2 percent, and Missouri, up 9.7 percent.

The states posting the biggest decreases were Ohio, down 7.5 percent from 1978; Florida, down 6 percent; Nevada, down 5.4 percent, and New Hampshire, down 3.1 percent.

The states with the highest actual voter turnout in 1982 were Alaska, where 67.9 percent of eligible voters went to the polls; Minnesota, 60.1 percent; South Dakota, 57.7 percent; Montana, 56.4 percent; North Dakota, 55.4 percent, and Maine, 55.2 percent.

The jurisdictions that had the lowest turnouts for statewide contests in 1982 were the District of Columbia at 23.8 percent, Georgia at 28.9 percent, South Carolina at 29.3 percent, Texas at 29.5 percent and Ohio, 29.9 percent.

The path turned to mud

The following is an example of the writing that won Dan Rodricks the Newspaper Guild's 1983 Heywood Broun award. An excerpt from Rodrick's column of Jan. 26, 1983, in the Baltimore Evening Sun, was read at the Guild's award luncheon.

On State of the Union day, the path to cheese turned to mud. Sticky, cold mud. They were handing out cheese and butter at the Victory Villa Community Center in Middle River, and feet were treading relentlessly on the path to the door.

Just before noon, some workmen came out and placed two large pieces of 1-inch plywood on the ground by the steps, and, as soon as they did this, 20 feet shuffled from the mud to the wood. "That's better," a woman said. "Much better. Thank you."

Actually, the path had been whipped into mud from the waiting. The first seekers of cheese arrived at the door about 7:30 a.m. Three hours went by before big yellow county trucks unloaded the brown boxes. And it was at least 11 a.m. before they actually gave away the cheese.

Everybody waited. Hundreds of people. Young women holding children. Old women holding purses. Old men. Young men. The line went from the door of the delivery room, down four steps, across a wet lawn, then down a driveway and onto a sidewalk around the community center.

The intersection of Compass Road and Martin Boulevard was jammed with cars the way streets around high schools are jammed on Homecoming Day. And the wind was picking up, and the sky was dingy gray.

Allan Walls, in a big blue snorkel coat, came down the steps with two long boxes, each containing a 5-pound block of All-American cheese. He had two 1-pound bricks of butter, and he was fidgeting to get better hold of it all.

"I figure I paid for it with my taxes while I was working, so why not?" said Walls, who is 36 years old and the father of three children. He put the blocks of cheese in the pockets of the big coat. "It's a little degrading, I guess. I worked all my adult life and now it's the pits, standing in line for a couple of pounds of cheese."

In 1980, which was the last time Walls worked a full year, he went into a voting booth, flicked a switch and ordered up Ronald Reagan.

Labor women supported in equity battle

Of all the areas in which "the fight for justice toward women must be fought, the chief battlefield is the workplace," AFL-CIO President Lane Kirkland told representatives of labor, women's and civil rights organizations concerned with pay equity issues.

Kirkland termed the concept of equal pay for work of comparable worth "one of the foundation stones of organized labor."

Pay equity is not seen by organized labor as "exclusively a woman's issue, but as an element of simple justice that in the long run matters equally to men and women alike," he told the coalition reception sponsored by the AFL-CIO with the Coalition of Labor Union Women, the National Committee on Pay Equity, and the Labor Institute of Public Affairs.

Unions learned "long ago that justice for all is the only goal worth having," Kirkland said, citing organized labor's battles to break down all the barriers of discrimination.

Labor's strategy

"The vast majority of women" are discriminated against "routinely and systematically," and the struggle to achieve pay equity is a key part of organized labor's strategy for tearing down the barriers to social and economic equality for American women, he said.

Kirkland pointed out that AFL-CIO affiliates adopted a policy committed to fight for pay equity "in every possible way," including assistance to unions in their efforts at the bargaining table, in grievance procedures as well as through government action and the courts.

The AFL-CIO, he said, stands with CLUW, NCPE "and all the allies we can find . . . on behalf of our goals of equal rights, equal justice and equal opportunity for all."

CLUW President Joyce Miller, who is also an AFL-CIO vice president, pointed out that the issue of pay equity is a "natural bridge" between the labor movement and the women's movement, as well as between men and women in unions.

Taking the lead

Nancy Reder, who chairs NCPE, praised the efforts of unions to achieve pay equity through collective bargaining and legislative efforts.

She stressed that when those efforts at negotiations and voluntary compliance have failed, unions have led the battle into the courts.

The pay equity program was held on the eve of CLUW's national political conference.

The conference explored the damaging effect Reagan Administration policies have had on the social and economic progress of women, plans for get-out-the-vote programs, the effect the "gender gap" will have on voting patterns in the election, and the delegate selection process for next summer's national political party conventions.

Power at the polls

The concerns of women voters could be the deciding factor in the outcome of the 1984 elections, Ladies' Garment Workers Vice President Evelyn Dubrow told the national political conference of the Coalition of Labor Union Women. More than 150 unionists attended the meeting in Washington to assess women's political action goals, discuss efforts on behalf of candidates who support women's issues, and examine the damage done to women's social and economic progress by the Reagan Administration. From left, are Rep. Mary Rose Oakar (D-Ohio), Missouri State Sen. Harriet Wood (D), Rep. Cardiss Collins (D-Ill.) and Dubrow.

Unions join steel, footwear firms in petitioning for Trade Act relief

By James M. Shevis

Two hard-pressed industries—steel and footwear—asked the government for redress in their fight against imports of foreign-made goods, warning that thousands of jobs and survival of the industries themselves are at stake.

In separate actions, unions and companies in the two industries petitioned the U.S. International Trade Commission for temporary relief under Section 201 of the 1974 Trade Act.

The domestic shoe industry, represented by a coalition of Footwear Industries of America, Inc., the Clothing & Textile Workers and the Food & Commercial Workers, filed its petition on Jan. 24, the same day the Steelworkers joined Bethlehem Steel Corp., in filing a similar action.

Under Section 201, the President may grant import relief regardless of whether any unfair trade practice, such as export subsidies or selling below cost, occurred. In each case, the relief sought is a five-year period of quotas on imports from all foreign sources.

The ITC has six months to decide the cases. If it determines that imports have been a "substantial cause of injury" to U.S. producers, it will make a recommendation to the President, who then will have 60 days to make a decision. Reagan has the option of accepting or rejecting all or part of the ITC's recommendation.

Imports in the two industries have surged in recent years as the nation's foreign trade account has run up unusually high deficits. Through November, the 1983 U.S. deficit with its trading partners reached a record $62.9 billion. It is expected to top $70 billion for the full year.

At a Washington news conference, ACTWU President Murray H. Finley warned that the American shoe industry is "rapidly sinking to oblivion in a sea of imports."

Impacts of imports

Unemployment for shoe workers in 1983 was nearly 19 percent, and domestic production was at close to Depression-era levels, he said. Since June 1981 when import relief in the industry was terminated, more than 16,000 American shoe workers have lost their jobs and imports have risen from 59 percent of the U.S. market to almost 64 percent, Finley added.

UFCW President William H. Wynn said in a statement that the import relief sought by the industry is essential to preserve the jobs of many thousands of hardworking Americans. Together, ACTWU and UFCW represent half of all U.S. non-rubber footwear workers.

George Langstaff, president of Footwear Industries of America, warned that if the industry does not get relief it "stands a very good chance of going under for good."

Jobs at stake

He said the industry employs about 133,000 people in direct manufacturing and provides another 90,000 jobs in supporting industries. The industry includes about 300 manufacturers operating more than 700 plants in 41 states.

At a Bethlehem, Pa., news conference, USWA Acting President Lynn Williams said that the union's petition with Bethlehem Steel "is by far the largest self-help program ever undertaken by any group of American workers."

The petition asks the ITC to investigate all carbon steel imports entering the United States under Section 201. A similar filing by the specialty steel industry prompted President Reagan to raise tariffs and set import quotas last July on a variety of foreign-made stainless steel products.

Current employee sacrifices, such as wage and fringe benefit concessions, should have put the nation's steel companies in the black last year, Williams observed. Instead, most of them are still operating at substantial losses because of the flood of Third World steel imports at subsidized prices, he said.

"We are doing our part," Williams said. "The government must act promptly so that our sacrifices will not be in vain.

"The 100,000 workers that are still on layoff from their jobs in this vital industry are not mere statistics in a so-called 'recovery' period," he said. "They are people—human beings with spouses, children and, many times, with parents who, in increasing numbers, are having again to help support them.

"They're people who have worked hard and who desperately want to work again, but whose industry can't compete in a world of dumping, government subsidies and ownership, and below-poverty living standards that are often maintained through dictatorship."

Williams said that current U.S. trade policies are pushing the steel industry toward extinction and that the union had joined Bethlehem in the ITC petition in the hope of ending "this spiral of despair."

Legislative pursuits

The Steelworkers also are supporting congressional action to enact quota legislation and reform of certain trade laws.

In its petition, the shoe industry coalition pointed out that conditions in the industry are far worse than in 1976 and 1977, when the ITC unanimously found that imports were seriously injuring the domestic industry.

As a result of the 1977 finding, import relief was provided by President Carter in the form of two "orderly marketing agreements" with Taiwan and Korea from June 1977 through June 1981. Despite a decision by the ITC in 1981 that imports were still damaging the domestic footwear industry, Reagan refused to continue the import relief program, leading to the current flood of imports.

Reagan launches campaign with glowing report to nation

Continued from Page 1

Democratic leaders and presidential candidates conceded the persuasiveness of the President's television style but questioned whether Americans would accept such a rose-hued view of the state of the nation.

"Our view is different from the President's," House Speaker Thomas P. O'Neill, Jr. said. "In case after case, we find this Administration's policies unfair to working men and women, to the elderly, to our children."

The Democratic response included scenes of steelworkers facing contined plant closings, farmers unable to finance new equipment because of high interest rates.

As is customary, the President spoke to a joint session of Congress in an evening speech designed for prime-time television. But earlier that day, a Housing & Community Development subcommittee headed by Rep. Henry B. Gonzalez (D-Tex.) moved its hearing to the District of Columbia's emergency shelter for the homeless, where governors and mayors testified from first-hand knowledge that the nation's capital wasn't the only place where people who haven't yet seen the economic recovery line up at soup kitchens and sleep in makeshift dormitories.

Donald Danielson dies, Carpenters' top aide

Donald D. Danielson, special assistant to three presidents of the Carpenters, died Jan. 20 at Montgomery General Hospital in Olney, Md., following a long illness.

Danielson, who was 59, apprenticed in the 1940s and was initiated into Carpenters Local 87 in Minneapolis. In 1954, he was named research director of the international and was appointed the assistant to the president in 1972.

Funeral services were held Jan. 24 at Colesville Baptist Church in Silver Spring, Md. Survivors include his wife, Georgianne, eight children and three grandchildren.

States, cities squeezed by cuts in federal funds

Federal assistance to states and cities was slashed by $42 billion in the first three years of the Reagan Administration, a study by the State, County & Municipal Employees found.

As a result, state and local governments are entangled in the most serious fiscal crisis since the Great Depression, the union charged.

Heavy fund reductions have been made across the board, in education and training, health and human serivces, public works and economic development programs.

"Not surprisingly, the immediate losers from these cuts have been middle- and lower-income families," AFSCME President Gerald W. McEntee told a Washington news conference. "But all citizens will ultimately be losers as roads and sewer systems go unrepaired, education is degraded, and opportunities to acquire modern job skills are lost.

Voter issue

"We think that is a lesson which the voters will remember in November 1984."

The report, titled "The State of the States," ties the meat-ax reductions in state aid to Reagan's tax cuts and increased military spending. The Administration's tax policies have showered corporations and the rich with enormous windfalls, it points out.

"A predictable result of Reagan's tax and defense policies has been enormous federal deficits," McEntee observed. "Simple arithmetic and common sense suggest that more domestic spending cuts, and especially cuts in federal aid to state and local governments, cannot close the gap."

Viable alternatives

The solution to the federal deficits, he contended, lies in "limiting the increases in defense spending and insuring effective taxation of corporations and the wealthy."

The report reveals the extent of the Reagan cuts in all 50 states, the District of Columbia and Puerto Rico on a program-by-program basis. Calculation of the state-by-state federal assistance cuts is based on the most recent congressional budget actions.

The first three years of the Reagan presidency have been very troubled ones for state and local governments, the report notes. The combination of deep federal aid cuts, together with the prolonged and severe Reagan Recession, forced those governments to reduce services, raises taxes and pass through the burden of the Administration's reckless budget cuts to those least able to bear that burden, it observes.

Employment and training programs have been cut 63 percent, health resources 41 percent, and economic development 64 percent, the study shows.

In addition, the new block-grant programs enacted in 1981, heralded by the Administration as a way to provide more local control over spending, were in fact nothing more than a smokescreen for cuts, the report said.

The education block grant was cut 20 percent, the preventive-health block grant 22 percent, community services 36 percent, and alcohol, drug abuse and mental health 33 percent.

Heaviest cuts

A few programs have seen increases above the 1981 levels, the study notes. Included are Headstart, the elderly feeding, assistance for infant children and women, and aid for highways and airports. But where cuts were made, they were heaviest in just the areas that needed the assistance most, the study said.

For example, the New England states suffered the highest per capita losses in low-income energy assistance, and southern states had the highest per capita cuts in nutrition programs.

The study found that the Middle Atlantic states were hardest hit by the Reagan Administration cuts in state aid. New England was second, the east north-central states third, then the east south-central states, the Pacific Northwest, Pacific Southwest, South Atlantic, west north-central, and the west south-central states last.

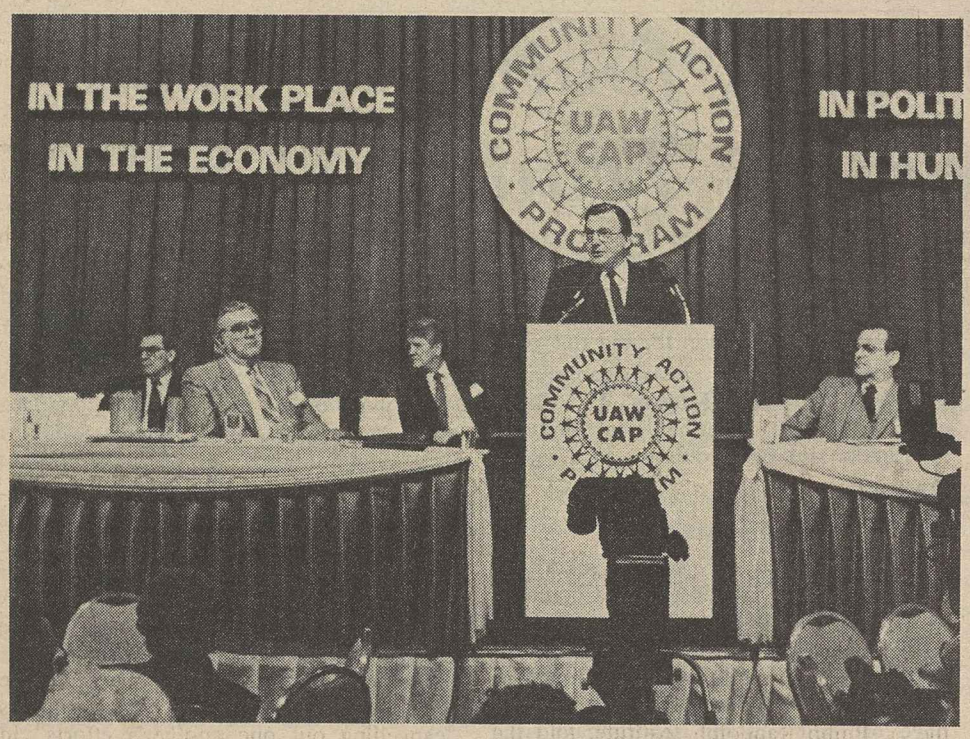
Financial drain

"States have had few or no financial resources with which to replace the drastically diminished federal funds," the study observes. The effects of the cuts "will continue to plague state and local governments, even those few that have regained a firm financial footing."

The report measures cuts in aid to state and local governments for 172 individual federal aid programs in 39 major program categories. Altogether, the programs considered in the report account for nearly 90 percent of all federal aid to state and local governments.

Of the $42-billion reduction in state assistance, the largest losses were recorded in fiscal year 1982, the first year of the Reagan presidency, when $16.5 billion was cut. The report said that fiscal 1984 losses of $15.2 billion totaled nearly as much as were inflicted in the first-year cutting binge.

All areas of federal assistance and most programs were affected, the report observes.



Summons to action

Reagan Administration appointees have thwarted programs enacted to protect workers, AFL-CIO President Lane Kirkland charged at an Auto Workers political conference in Washington. UAW President Owen Bieber is at left. More than 1,000 delegates came to lobby Congress for labor's program.

Kirkland hits Reagan policies as threatening new recession

Continued from Page 1

Kirkland said Reagan has sought "to cripple the federal government as an instrument of social progress."

The people he has put in charge of government agencies and programs have sought to "drain them of content," he charged.

He cited assaults on the Occupational Safety & Health Act, the Fair Labor Standards Act and the Davis-Bacon prevailing wage law.

But "nowhere are the sycophants of industry given freer reign than at the National Labor Relations Board, chaired by a man who simply does not believe in the federal labor law he is sworn to uphold."

Before his appointment as head of the NLRB, Donald L. Dotson had assailed "unionized labor relations" in letters to legal journals and Kirkland commented: "The law says workers have a positive right to band together and bargain collectively, but the NLRB chairman calls that process a distortion of the economy because it prevents wages from sinking to their market level."

He warned the legislative conference delegates that the Reagan White House hasn't finished its agenda and that "more cuts in social services, bigger holes in the safety net, are being prepared for 1984" and will be issues in this session of Congress.

Kirkland made clear that the AFL-CIO welcomes "any sign of relief from the deepest recession and highest unemployment since the days of Herbert Hoover." And every jobless person called back to work "pushes our country and economy ahead."

But many will be going back to lower-paid jobs, with unemployment-caused debts to pay off and the prospects of continued lowering of living standards.

The "main beneficiaries of this slow recovery," Kirkland suggested, are those who never suffered from the recession and who "reaped huge benefits from the Administration's raid on the Treasury, which lowered their taxes and opened new loopholes."

The "biggest budget deficits in history," Kirkland said, have left the economy "in far worse shape and in greater danger than it was four years ago."

In the election campaign, he stressed, "we are not only supporting a candidate; we are supporting a program to resume the nation's progress toward justice."

Plan for disputes settlement revived by Building Trades

San Diego — The general presidents of the building and construction trades unions have voted to put into effect the newly negotiated Impartial Plan for the Settlement of Jurisdictional Disputes.

President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. announced the action taken here at the quarterly session of the department's Governing Board of Presidents.

Georgine said it would take about 30 days to confer with contractors, select arbitrators and complete restructuring details. Although the plan officially has been operating, the hearing of disputes and rendering of decisions have been suspended. Intensive attempts were made to obtain "stipulation" — agreement that participating parties would be bound by a decision reached by a joint board of union and contractor representatives. Georgiane sharply criticized the Associated General Contractors for refusing to participate in the voluntary plan that for many years has kept construction industry contractors and unions from going to the courts with their disputes.

"Most of the suggested changes and modifications to the plan came from the Associated General Contractors through its umbrella organization, the National Construction Employers Council," Georgine said.

"Almost without exception the suggestions were accepted either entirely or in important part by the labor members of the Joint Negotiating Committee and ratified by the Governing Board of Presidents.

Concessions

"These changes were radical departures from the original plan. They really were concessions to obtain widespread acceptance from the management sector of the construction industry."

Georgine said it was "most frustrating" to have acquiesced in the demands of management organizations for the sole purpose of obtaining their participation and then not to get that participation "as in the case of the AGC."

Nevertheless, a number of management organizations will participate and "stipulate," including the National Constructors Association, National Electrical Contractors Association, Mechanical Contractors Association of America, Sheet Metal & Air Conditioning Contractors Association, National Erector Association, National Association of Construction Boilermakers Employers, National Elevator Industry, Inc., and probably the Glazing Contractors Association and the National Association of Home Builders, Georgine observed.

During their meeting, the presidents of the department's 15 affiliates spent a day touring the Cool Water Coal Gasification Project and the adjacent 10-megawatt Solar Thermal Control Receiver Pilot Plant in the Mojave Desert near Daggett, Calif. The 25-story plant, being built by a consortium that includes some of the nation's largest companies, should be generating electricity from coal converted into synthetic natural gas before the end of 1984.

Georgine also announced that the Governing Board of Presidents had approved a new agreement with Disney World and that Carl Murphy of the Carpenters would administer the agreement.

It also was decided to open an existing agreement with the Standard Oil Company of Ohio to negotiate modifications and to extend the 30-year Taconite Contracting Corporation's master labor agreement with the building trades.

Food store chain to stop buying boycotted lettuce

Keene, Calif.—The Farm Workers won a significant victory against the anti-union tactics of Bruce Church, Inc., when the nation's third largest grocery chain announced it would no longer buy the firm's iceberg lettuce.

Lucky Stores, Inc., said it based its decision on a December ruling by the California Agricultural Labor Relations Board which found Bruce Church guilty of bad faith bargaining. The UFW has been trying to renew its contract with the grower since 1979.

The state board ordered Bruce Church to "make whole" those workers affected by the bargaining. The order is retroactive to October 1979. ALRB Executive Sec. Janet Vining said the grower's bargaining demands "would have undermined the UFW's position as the employees' representative." The company objected to UFW proposals for union administration of employee benefit funds, a "good standing clause" on union membership, paid union representatives and a hiring-hall clause.

Lucky Stores, which buys about 10 percent of Bruce Church's produce, said its decision will be effective Feb. 17.

Bruce Church lettuce, which has been on the AFL-CIO boycott list nearly five years, is marketed under the Red Coach, Friendly, Green Valley Farms and Lucky labels.

Phelps Dodge strikers fight medical cutoff

Phoenix—A coalition of 13 unions representing Phelps Dodge Corp. copper workers planned to file an action in federal court to prevent the company from denying strikers medical benefits.

Cass Alvin of the Steelworkers, which leads the union coalition in its long-running dispute with the country's second largest copper producer, said the suit would ask the court to make the company live up to its argreement to continue the benefits during the strike that began last July 1.

The company has given the 2,300 striking workers 60 days' notice that it plans to terminate the benefits.

The unions also were preparing a second suit to bar the company from carrying out its threat of mass eviction of strikers from company housing in Morenci and Ajo, Ariz. Last September, Phelps Dodge pledged it would not evict the workers. In a Jan. 18 letter, the company gave notice to employees it planned to take over the properties.

Both suits were to have been filed in United States District Court in Tucson.

Firm reneged

Under an agreement with the unions, Phelps Dodge had said it would grant the benefits if the striking workers paid a share of the premium. When workers went to make payment, the company refused to accept it, Alvin said, arguing that they were no longer employees.

The arbitrator ruled last Dec. 20 that the strikers were still employees and entitled to benefits retroactively to the start of the strike.

Meanwhile, the first formal negotiations since contract talks were suspended last Nov. 23 broke off abruptly on Jan. 23, when a federal mediator announced he would seek private conferences with bargainers on both sides.

Alvin said that no new talks have been scheduled.

Phelps Dodge has continued to operate with strikebreakers throughout the bitter dispute over wages and benefits. The company refused to go along with an industry pattern last summer and insisted instead that, in addition to the three-year wage freeze other companies had agreed to, cost-of-living adjustments should be eliminated, benefits cut and a reduced salary structure be put in force for new hires.

Claims denied

The union workers rejected management's assertions that it must cut labor costs to survive. They pointed to other copper companies, including Kennecott, Anaconda and Asarco, which showed they could afford to settle without obtaining wage and benefit concessions from the workers.

The strikers accused the company of a calculated attempt at union-busting, a charge that a local company doctor, Jorge O'Leary, backs up. O'Leary, who was fired for criticizing Phelps Dodge's anti-worker policies, now operates a "people's clinic" providing medical attention to the striking workers and their families.

Unions in the bargaining coalition are the Steelworkers, Boilermakers, Carpenters, Chemical Workers, Electrical Workers, Machinists, Operating Engineers, Painters, Plumbers & Pipefitters, Railway Carmen, United Transportation Union, the Morenci-Clifton Metal Trades Council, and the unaffiliated Teamsters.

Out in the cold

Members of Allied Industrial Workers Local 879 in Hartford, Wis., and their supporters ignore bitter January cold to protest union-busting tactics used in the sale of two Chrysler Corp. outboard motor plants where they work to non-union Bayliner Marine Corp. of Arlington, Wash. Bayliner made it a condition of the sale that Chrysler shut down the plants and fire all 400 employees, but the new company refused to agree to rehire the 325 AIW members—whose average seniority is 20 years. At a rally at the plant gate after the march, AIW President Dominic D'Ambrosio pledged the union will fight for the workers' rights. At D'Ambrosio's left is AIW Region 9 Representative Charlie Griffin. Recently, after a federal court turned down AIW's suit to block the sale, Bayliner took over the plants, and re-hires include a number of Local 879 members. AIW said talks are still on with the new management over issues including union recognition.

Reagan majority reverses policy of Labor Board

Continued from Page 1

Hardware Co. In that case, the 9th Circuit U.S. Court of Appeals enforced the NLRB's finding that the company's action amounted to a unilateral repudiation of contract terms to which it had agreed.

In the Milwaukee Spring case, the company appealed the NLRB decision. But before the 7th Circuit Court of Appeals ruled on the case, the new NLRB asked the court to halt proceedings and return the case to the labor board for reconsideration.

Last September, attorneys for the UAW and the AFL-CIO argued against a policy reversal, while the U.S. Chamber of Commerce took the employer's side.

In the argument before the NLRB, AFL-CIO Special Counsel Laurence Gold contended that a reversal would in effect give employers the right to reopen collective bargaining agreements at will—a concept that Congress rejected for either side in the 1947 Taft-Hartley Act. He termed employer demands that workers agree to wage concessions during the life of a contract or face relocation of their jobs to non-union facilities akin to economic blackmail.

The NLRB's policy reversal, clearly foreshadowed by its earlier action in aborting the appellate court test, was denounced by the UAW as representative of the Reagan Administration's "all out ideological and economic assault on working people."

Rights policy seen spurring black voters' role in election

"Blacks are asserting themselves at the ballot box with such great vigor because President Reagan's term in office has been one unrelenting attack against the interests of blacks and other working and out-of-work people," Norman Hill, president of the A. Philip Randolph Institute, told the institute's national board at its annual meeting.

Hill lashed out at the Administration's attempt to undermine civil rights and criticized recent Presidential commissions that have sought to explain away the harmful consequences of harsh cutbacks in social spending.

"What we need is not the limiting of government functions," Hill asserted, but "the development of a public philosophy aimed at creating social justice."

Jackson candidacy

Hill's presentation focused as well on the entry of a black candidate into the Democratic presidential primaries. He noted that while Jesse Jackson's candidacy may well bring to the fore a number of issues on the black agenda, "few of us expect that Rev. Jackson has even the most remote chance of capturing the Democratic nomination."

Thus, Hill argued, "it is very important that we formulate the issues in this campaign in a way that builds on the euphoria and enthusiasm the Jackson campaign has engendered among large numbers of black Americans. We must work to convey to black Americans that the principal task at hand is the defeat of Ronald Reagan and his replacement by a President who is committed to full employment, social justice, and civil rights. We must emphasize issues rather than personalities, programs rather than rhetoric."

In a luncheon address to the more than 50 APRI leaders and officers at the Washington meeting, AFL-CIO COPE Director John Perkins praised the Randolph Institute for its non-partisan work in registering black voters and getting out the black vote. Perkins outlined labor's 1984 election year strategy and indicated that the federation's decision to back Walter Mondale early in the Democratic campaign "sprang from a disappointment with the impact labor has had on the Presidential process in past election years."

Labor's consensus behind one candidate precludes the possibility of labor resources "cancelling out one another's efforts" in the primaries, Perkins stressed.

Among the participants in the day-long deliberations, which focused on voter education and voter participation strategies for 1984, were AFL-CIO Vice President Frederick O'Neal; AFL-CIO Civil Rights Director William Pollard; NFL Players Association Executive Director Eugene Upshaw; Postal Workers President Moe Biller and Vice President William Burrus; civil rights leader Eleanor Holmes Norton; Steelworkers Vice President Leon Lynch; Laborers Vice President Robert E. Powell; and APRI Chairman Bayard Rustin.

The board approved the program for the 1984 APRI national conference, which will be held May 11-13 in Hollywood, Fla.

Howard Coughlin dies, retired OPEIU president

Bronxville, N.Y.—Howard A. Coughlin, president emeritus of the Office & Professional Employees, died after a heart attack Jan. 19 at Lawrence Hospital. He was 70 years old.

In a message to his wife Margaret, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said, "Along with countless union members across the land, we are deeply saddened to learn of your husband's death. Thousands of working men and women have benefitted from his leadership and were enriched by his friendship."

Coughlin served for 26 years as head of the union. He joined OPEIU's predecessor, the American Federation of Office Employees in 1937, and served as the business manager for two New York locals and as an AFL organizer before being elected an OPEIU vice president in 1951. Two years later he was elected president and continued in the post until his retirement in 1979.

Beulah Carter heads COPE volunteers in West

Beulah Carter has been named director of the COPE Western States Volunteers in Politics program by COPE Director John Perkins.

Carter has been an AFL-CIO field representative since 1976. Prior to her new appointment, she was assigned to Region III based in Baltimore. She succeeds Jane Adams as VIP director for the region that takes in Alaska, Arizona, California, Colorado, Hawaii, Idaho, Kansas, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oregon, South Dakota, Utah, Washington and Wyoming. Adams recently became director of COPE Region VI comprising Arkansas, Louisiana and Mississippi.

Before joining the federation staff, Carter was an international representative of the State, County & Municipal Employees, and had been an organizer for the Retail, Wholesale & Dept. Store Union and the Service Employees.

AFL-CIO Sec.-Treas. Thomas R. Donahue discusses the future of work at the George Meany Center.

Donahue warns downgraded jobs threaten U.S. standard of living

The future of work could hold "desperate consequences" for workers, the economy and American society unless labor, government and management act to improve the outlook, AFL-CIO Sec.-Treas. Thomas R. Donahue declared.

The trends developing in the workplace, if they are ignored and unchanged, "will seriously erode the employment prospects and the earnings of our workforce and effectively prevent our maintaining—much less improving—the standard of living to which we've grown accustomed," he said.

He reviewed the findings and recommendations of the AFL-CIO Executive Council's committee on the evolution of work at a seminar on "The Changing Workplace" offered at the George Meany Center for Labor Studies.

The council committee found that continuing high unemployment is likely to hang on in the future because there will be a persistent job shortage. Among the causes of the shortfall are the changing size, age and composition of the workforce, the decline of key industries, the shift from an industrial to a service economy, and technological change, Donahue noted.

Job downgrading

Some jobs, he pointed out, could be downgraded as they become "deskilled."

What's needed to head off that bleak scenario, he asserted, are massive job-creation programs, industrial and trade policies, increased labor-management cooperation, reform of labor laws and more responsible conduct by employers.

Donahue stressed that active participation by the labor movement and "serious government involvement" are critical to solving the employment problems of the future.

He asserted that a legitimate function of government is to assure that the rights of workers are protected. And, he said, workers have a right to insist on shaping the future of work so that it "serves the human person at the center of the economic order."

But today, Donahue charged, the economic order is one that is "driven by the profit motive," and it operates under a government "that denies any responsibility for ensuring either employment, employment opportunity or the equality of that opportunity."

Anti-worker

Donahue pointed out that the same government has shown its stripes by appointing to high office persons who not only have shown "little respect for the objective rights of workers," but who also "firmly believe in and argue for the operation of so-called free markets, uncontrolled and responding only to the profit seekers."

He noted that the Executive Council committee's conclusions stressed the "enormous" need for job creation—along with training and retraining—that must be met if the economy is going to avert the potentially disastrous effects of job shortages.

But that task is "not going to be done by individual corporations left unattended," Donahue declared. He pointed to the need for labor, management and government cooperation in shaping for the nation both an industrial policy and a trade policy that include a commitment to full employment.

The AFL-CIO's concern that this progress will only be made if there is a change in the government leadership is at the root of the federation's endorsement of Walter F. Mondale for the Democratic presidential nomination, Donahue said.

Shrinking opportunities

While the evolution of work is producing growth in the number of unskilled service jobs and low-skilled manufacturing jobs, and a much smaller number of professional jobs at the top of the economic ladder, jobs for the middle-level worker are disappearing.

The "shrinking middle class" includes not only highly paid manufacturing workers, but also many other professional, administrative and white collar workers whose jobs are being phased out of corporate America, Donahue stressed.

The major cause of the shrinkage is the "alteration of and in many cases the disappearance of our manufacturing base," Donahue said. He explained that some companies have developed procedures for manufacturing goods that require fewer and fewer workers, and many firms have "simply moved their manufacturing plants across the border or all the way to Southeast Asia, to Latin America, or other places where they can pay extremely low wages, far below American standards."

What most Americans don't realize, Donahue said, are the consequences this loss of a manufacturing base — and the wages that go with it — have for the economy as a whole.

When hundreds of thousands of workers who once made $12, $13 or $15 an hour are forced to take jobs that pay $3.50 an hour "it takes a very simple computation to see that average income is going to suffer," he said.

Donahue also stressed that union wage and benefit levels in the steel, auto, electrical and other metal fabrication industries have been the "standard bearers" that have boosted pay and benefits for many other workers in this country, union and non-union alike, and "even the administrative, professional and lower-management people ride the big union coattails."

As those coattails shrink, Donahue asserted, "the ride will be a whole lot less pleasant."

Transitional force

He stressed that the labor movement is the "one force that could ease the transition for the American worker from the manufacturing to the service-dominated employment market" by stepping up organizing and enlarging the beneficial union presence in the service industries.

But our government "is devoted to minimizing our effectiveness and reducing the influence of the labor movement in the American economy," he pointed out. What is needed, he said, is revised labor law that makes it easier for workers to "exercise their free choice to form and join unions," coupled with "the fullest degree of labor-management cooperation . . . based on mutual acceptance of the other side's right to exist" and recognition of each other's legitimate rights and needs.

Trade deficit puts drag on U.S. economy

Signs of a slowing in economic activity showed up in government reports that pointed to some trouble spots and possible rough months ahead.

A drastic worsening in the nation's trade balance put a drag on economic growth in the final quarter of 1983, the Commerce Dept. reported. The agency said that "real," or inflation-adjusted, gross national product—the total output of goods and services—grew at a 4.5 percent annual rate in the fourth quarter.

That was less than half the 9.7-percent gain posted in the April-June quarter.

The major reason for slower-than-expected growth was the nation's deteriorating trade balance. Net exports—exports of goods and services minus imports—plummeted at an annual rate of $8.9 billion in the October-December quarter, the Commerce Dept. reported.

If exports had remained unchanged, the economy would have expanded at a 6.7-percent rate, the department said.

Budget problem

Commerce Sec. Malcolm Baldrige said one reason for the trade problems is the large federal budget drafted by the Administration. The government's big credit needs help keep interest rates high, he said, and this in turn attracts foreign funds to the United States which bid up the value of the dollar, making imports cheaper and exports more expensive.

The Labor Dept. said that initial claims for state unemployment benefits jumped to 405,000 during the second week of January. The seasonally adjusted figure was a sharp increase from a four-year low of 353,000 in the first week of 1984.

The department said the figure does not include more than 760,000 others collecting benefits under other state and federal programs.

Other troubling economic reports included the Commerce Dept.'s announcement that big-ticket factory goods orders declined 1.15 percent last month. The decline, the first in six months, was pulled down by a 10.3-percent reduction in defense orders but would have been down three-tenths of 1 percent even if military orders had been excluded.

The durables orders, for heavy duty merchandise from machinery to automobiles, provide much of the fuel for the nation's industrial economy and employment in the months ahead.

Meanwhile, the value of contracts for new construction declined by 7 percent in December. The F. W. Dodge Co. attributed the drop to unusually severe weather.

'Worklife' plans given mixed reviews

Labor's willingness to participate in "quality of worklife programs" is endangered by companies that insist on using these joint efforts as an "anti-union tool," President Howard D. Samuel of the AFL-CIO Industrial Union Dept. said.

Too often, he noted at a Work in America Institute conference, the quality of worklife program "represents mostly a surface effort which sometimes barely masks a corporate effort to dump its collective bargaining obligations, or to avoid them in the first place."

Samuel pointed out to conference delegates that each union's response to quality of worklife schemes is related directly to its experience with a certain management and its approach. "The success or failure of QWL (quality of worklife programs) will probably be determined more by management's basic attitude toward its union relationship than how skillfully we practice it," he said.

"What is needed today is a bona fide expression by American corporate management that it is willing to meet labor halfway, to recognize the role of trade unions in a democratic society and to allow us a share in the decision-making at the highest level," Samuel said.

He noted that most quality of worklife efforts are shallow at best. "What is needed is a much more deep-seated change in labor-management relationships, in which workers through their unions are kept informed of major decisions affecting production and employment, and have the means of influencing those decisions to protect the best interests of workers and the company," he said.

Government evaluation

A recent Labor Dept. report summarizing some 200 quality of worklife programs in both the private and public sector, stated flatly, "Thousands of companies and unions that have tried these cooperative programs are convinced that there is no other way to operate."

Samuel challenged this conclusion, saying, "I haven't found any support for this claim from the Allied Industrial Workers who recently found their bargaining position undermined by the Briggs & Stratton Co.'s exploitation of a QWL program. That situation eventually deteriorated into a bitter 13-week strike which ended without a union victory."

He added to this the negative experiences of the Clothing Workers and the Machinists in respect to the quality of worklife programs. "In short, there are a number of unions which are not ready to class QWL as one of those inventions on a par with sliced bread," Samuel observed.

Emphasizing that management's approach to QWL is the basis for a union's reaction, Samuel noted the Auto Workers, Communications Workers and Steelworkers are pleased with the various quality of worklife programs they have been involved in.

The key is involvement, Samuel explained. "A QWL program which proceeds with union approval, but without union participation, can do irreparable harm to the foundation of membership support the union must depend on," he warned.

Management often seeks to use these programs to improve productivity, and not the quality of worklife. The programs are also designed "to save money for managers by improving productivity, reducing waste, etc. Are workers not entitled to their fair share of the gain? Too often, management's answer has been 'no.' "

Samuel pointed out that where management has agreed to give labor a "share of the action, not only to consult, but to participate in the decision-making," this represents a "change in management attitudes which give some of us hope for the future."

EDITORIALS

Roses vs. Realism

IS THE STATE of our nation as rosy as President Reagan would have us believe?

Are further cuts in the shrinking, non-military segment of the budget really the answer to enormous deficits spawned by tax cuts tilted to those with the least need?

Should prayer in public schools and tax credits for persons sending children to private schools top the agenda for education?

And can the erosion of America's industrial base be ignored because Mr. Reagan tells us "the spirit of enterprise flourishes?"

The President is not without anecdotes to prove his points. He illustrates the new "spirit of enterprise" by telling the story of a Cuban refugee who "turned $27 and a dream into a successful importing business in Coral Gables, Fla."

It's reassuring, perhaps, to find out that some business ventures started on a shoestring do prove successful. But is that really the best encouragement that the President of the United States can give to steelworkers faced with imminent plant closings and to shoe workers whose jobs have been permanently wiped out?

HOUSE MAJORITY Leader Jim Wright gave what might be considered a Democratic version of a state of the nation address in a less publicized speech to the National Press Club.

"Only one-fifth of our federal budget goes to help the hungry, the homeless, the sick and the handicapped, the elderly and the young who would get an education," Wright noted. But these programs have absorbed 60 percent of all of the budget cuts of the past three years.

"We have cut nutrition while hunger is increasing. We have cut job training when millions are out of work," the majority leader noted.

"In the last three years we have reduced vocational education, adult education, Pell grants, school lunches. . . . Clean water and clean air programs have been cut."

Meanwhile, a President elected on a promise to achieve a balanced budget by 1983 has added more to the national debt "than all seven post-war administrations from Truman through Carter added in 35 years." And the tax cut, which President Reagan says can't be tampered with "adds $135 billion to the already astronomical annual deficit," Wright stressed.

Merely to pay the interest on the national debt, the House majority leader pointed out, requires $100 billion a year. That, too, is part of the continuing price of Mr. Reagan's tax policies.

Saving just a fraction of that amount would make an enormous difference in the cruel budget competition between a necessary defense and the domestic needs of the nation.

Now presidents, like politicians in less exalted offices, would much rather point with pride, leaving it to opposition leaders to view with alarm. And that is certainly understandable.

But the hard fact is that Jim Wright's analysis of the economy is a lot more realistic than Ronald Reagan's State of the Union assessment.

Not Such a Gamble

WALTER MONDALE, the candidate whom union members have instructed the AFL-CIO to support, shares our concerns and objectives. Seeing to it that he gets the chance to lead the way to a national industrial renaissance is our highest priority.

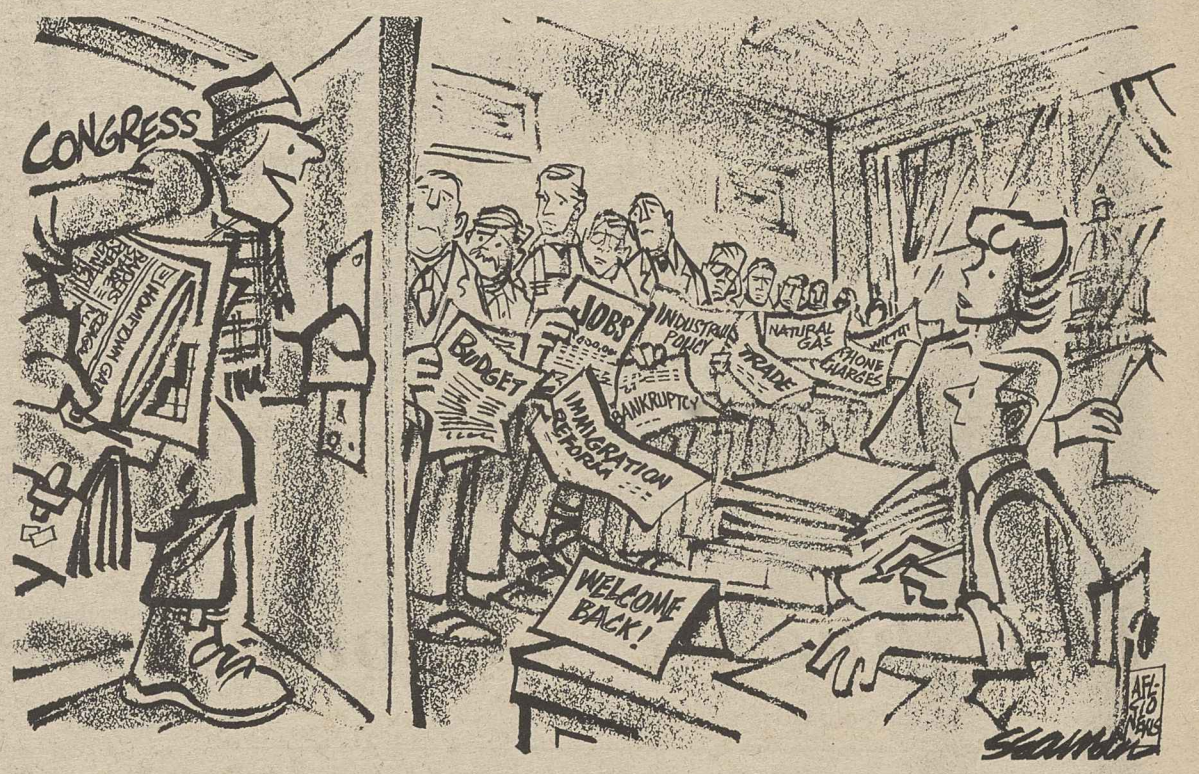
Much has been written in the press about labor's big political gamble in 1984. Since we do not control the political process in this country, and do not seek to, I concede that we run the risk of failure. Every significant enterprise entails the possibility of failure.

But if we do not make the effort, we render almost inevitable a continuation of the policies that have, in the last three years, brought such hardship and pain to the millions we represent. Measured against that prospect, and the essential purpose of our movement, we have very little to lose, and a world of hope to win.

We have every intention of winning.

—AFL-CIO President Lane Kirkland at IUD conference, Jan. 25, 1983.

'I'm Back!'



Washington Window

Post-Watergate reforms weakened under Reagan

By Press Associates, Inc.

Watergate proved that no government official, not even the President, is above the law.

Richard Nixon, who in 1974 became the first Chief Executive to resign from office, learned this lesson the hard way.

Shocked by the revelations of criminal misconduct and cynical abuse of authority by top officials, the American people demanded and won reforms to guard against future Watergates.

But some of the reforms now have been called into question. While liberals praise the aftermath of Watergate for strengthening democratic institutions and making government more open, some conservatives say the reforms went too far and speak with dismay of "the Watergate syndrome."

Unfortunately, the Reagan Administration has been backtracking on the Watergate reforms.

Former Watergate special prosecutor Archibald Cox said, "The Reagan Administration has done nothing to stress the importance of maintaining the highest standards of honor and integrity among government officials."

Administration targets

Cox said the Administration has tried to undermine, with mixed success, four key post-Watergate measures. These are the Freedom of Information Act (FOIA), the Ethics in Government Act, executive directives aimed at curbing intelligence agency abuse, and the Foreign Corrupt Practices Act making it a crime to bribe foreign officials.

The FOIA, enacted in 1966 and strengthened in 1974, reduced government secrecy by establishing the right of any citizen to government documents.

Screen Actors Guild President Ed Asner recently called the FOIA a "cornerstone of democracy." It enables the public to take the initiative in finding out what the government is doing or has done, Asner said.

The Reagan Administration has tightened guidelines for releasing information under FOIA requests. It also has been charging more fees for compiling requested information, making it difficult for the average citizen to obtain it.

On the Ethics in Government Act, the Administration has suggested that the financial disclosure reports required of public officials under the law be made available only to congressional committees—not to the public as now is the case.

Repealing impartiality

Further, Atty. Gen. William French Smith asked Congress to repeal the law's provision for a special prosecutor, which was meant to ensure impartial investigations of allegations against government officials.

An Executive Order by President Reagan greatly expanded the authority of the CIA, which was set up as a foreign intelligence agency, to conduct intelligence operations in the United States.

In addition, the Administration's new domestic security guidelines expand the FBI's investigatory authority in ways which civil liberties experts believe could endanger legitimate political dissident. This, of course, could include political activities by trade union members.

The Reagan assault on traditional liberties has been wide-ranging.

Congress, however, has demonstrated an increasing willingness to do battle with the White House over issues involving individual rights.

The lessons of Watergate must never be forgotten and the reforms it spawned must be preserved and strengthened.

Eternal vigilance, we are occasionally reminded, is the price of liberty.

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* deceased

At industrial strategy hearings, IUD's Howard Samuel, Eleanor Holmes Norton of Business & Professional Women's Clubs and William Wilson of the Joint Center for Political Studies testify.

Mondale joins with UFCW in 17-city television linkup

By Arlee C. Green

The Food & Commercial Workers beamed a two-hour satellite television broadcast to more than 5,000 local officers and union volunteers in 17 cities to mobilize support for the election of Walter F. Mondale as president.

The teleconference was sponsored by the UFCW's political arm, the Active Ballot Club.

The first part of the program was devoted to a review of the Reagan Administration actions by UFCW President William H. Wynn, an interview with AFL-CIO President Lane Kirkland, and a panel discussion of the election-year issues. The second part featured Mondale discussing his candidacy with Wynn and fielding questions from UFCW members.

Key reasoning

Mondale keyed on his three reasons for seeking the presidency—to restore the nation's competitive edge, to restore a sense of fairness in American life and to make a safer world. By way of contrast, Mondale said, President Reagan "is wrong in everything I have talked about . . . He is moving this country away from our future. . . . 1983 was the worst trade year in American history and '84 is going to be worse. . . . He is the most anti-labor president in modern history."

Asked what economic program he would offer to put people back to work, Mondale said, "First of all you have got to repeal Reaganomics. That means you have got to get those deficits down . . . get the interest rates down and when you do that, the economy will start moving again." He stressed the need for retraining workers and over the long term, the need to rebuild the nation's infrastructure and to strengthen educational programs.

Other questions from members focused on women's issues, nuclear arms, foreign imports, the Supreme Court, workplace health and safety, Lebanon, hunger and possible vice presidential running mates.

Nationwide hook-up

The teleconference linked UFCW audiences in Los Angeles, Denver, Atlanta, Chicago, Boston, St. Louis, Minneapolis, Cleveland, Houston, Seattle, San Francisco, Davenport, Iowa, Laurel, Md., Troy, Mich., and Newark and Cherry Hill, N.J.

Wynn explained at a press conference prior to the broadcast that this form of communication with the membership was the most cost-effective method of conducting the union's legislative forum which usually involves about 500 members.

He pointed out, also, that the broadcast would be available to the union's 700-plus locals on video cassette tapes. Wynn said he expects that as many as 500 locals will make use of the tapes.

Asked whether this type of "internal expenditure" was necessary since the union's members had already shown significant backing for Mondale and had endorsed him last October, Wynn said Mondale "doesn't have it (the Democratic nomination) wrapped up. Our members think he's going to win, but we want him to win big."

Joint endeavor

When a reporter cited support for Reagan among union members in 1980 and asked if it would happen again, Wynn responded: "Our membership has been devastated by the Reagan policies. Some have had their wages rolled back by $3 an hour. They're angry. They don't have short memories. They know the impact of Reaganomics, and they know there hasn't been a recovery. The recovery is more in the media and in Reagan rhetoric than in fact."

In the broadcast, Kirkland, when asked what advice he had for union members this election year, said simply, "Be there. Be there when there are primaries and caucuses. The whole world is run by people who show up when the decisions are made."

Referring to the 1980 election, Kirkland said, "No doubt some union members voted for Reagan. I'm confident that next time around we'll get much stronger unity. We need to get 65 percent of our members supporting a candidate to offset the conservative vote."

There were also interviews with Sen. Daniel Inouye (D-Hawaii) and House Majority Whip Thomas Foley (D-Wash.). The panel members included political analyst Alan Baron, publisher of the Baron Report; Judith Goldsmith, president of the National Organization for Women; State, County & Municipal Employees Sec.-Treas. William Lucy, president of the Coalition of Black Trade Unionists, and UFCW Vice Presidents Jay Foreman, Arnold Mayer and William Olwell.

At House hearings

IUD warns U.S. close to two-tiered economy

A continuing wipeout of middle-income factory jobs is moving the United States dangerously close to a two-tiered economy of rich and poor, the AFL-CIO Industrial Union Dept. warned.

At House hearings that coincided with the department's annual legislative conference, IUD President Howard D. Samuel and other witnesses testified to the economic distortions caused by a shift from manufacturing to lower-paid service jobs. Already, they noted, hard-won gains of blacks and other minorities have been rolled back and the standard of living of most Americans has been pushed downward.

Samuel's testimony, before the House Subcommittee on Economic Stabilization, was based on a new IUD study that documents the change in the traditional economic pyramid.

It shows that "the middle group is disappearing," he testified. Workers in the fastest-growing fields of employment earn an average of $100-a-week less than production workers in declining industries, the report notes. Thus the pyramid shows "a relatively small number of highly-trained jobs at the top, paying extremely well, coupled with a very much larger group of low-skill jobs at the bottom, paying very little."

Subcommittee Chairman John J. LaFalce (D-N.Y.) sponsored a labor-supported industrial strategy bill which seeks to enlist private-sector unions and management in a cooperative endeavor with government to halt the erosion of this nation's industrial base. Its approach parallels the recommendations made earlier this month by a panel of prominent Americans.

Coalition witnesses

Also testifying in general support of the LaFalce bill were Eleanor Holmes Norton, who heads the Women in the Workplace task force of the Business & Professional Women's Clubs of America; Tom Stoel, testifying for a coalition of 13 environmental organizations, and University of Chicago Prof. William Wilson, for the Joint Center on Political Studies.

The House subcommittee, a unit of the Banking, Finance & Urban Affairs Committee, plans to mark up the legislation in early February, LaFalce indicated.

As did the IUD report, the subcommittee witnesses stressed the social consequences of deindustrialization as being the elimination of better-paying jobs, thereby shrinking opportunities for women, minorities and the young.

Hispanics as well as blacks are among the heaviest losers in the combination of deindustrialization and recession now battering America, the IUD report noted. The unemployment rates in the industries with the highest concentration of Hispanics are substantially above the national average. And "Hispanic women are much more likely to hold blue-collar jobs than are other women."

The report pointed also to the setbacks to the promising start made in opening up apprenticeships and skilled jobs to minorities and women. It cited the strain on tax revenues and social services in cities that have lost a large part of their manufacturing base.

Recipe for rebuilding

Pressing the case for a national industrial policy, the IUD report welcomed the bill introduced by LaFalce and other Democrats on the subcommittee. Under the title of the Industrial Competitiveness Act, the bill's ingredients include:

- A Council on Industrial Competiveness, composed of top-level leaders from labor, business, government and concerned public interest groups. Subcommittees for the various industrial sectors would bring together industrial development recommendations for review by the full council and submission to the President.
- A Bank for Industrial Competitiveness, to help finance needed investments for industrial modernization and expansion.
- An Advanced Technology Foundation to participate with industry in research and development projects that give promise of new breakthroughs.

"America cannot hope to achieve full employment for the 1980s without coherent strategies for revitalizing basic industries and supporting emerging industries that can generate new job growth for the future," the report declared.

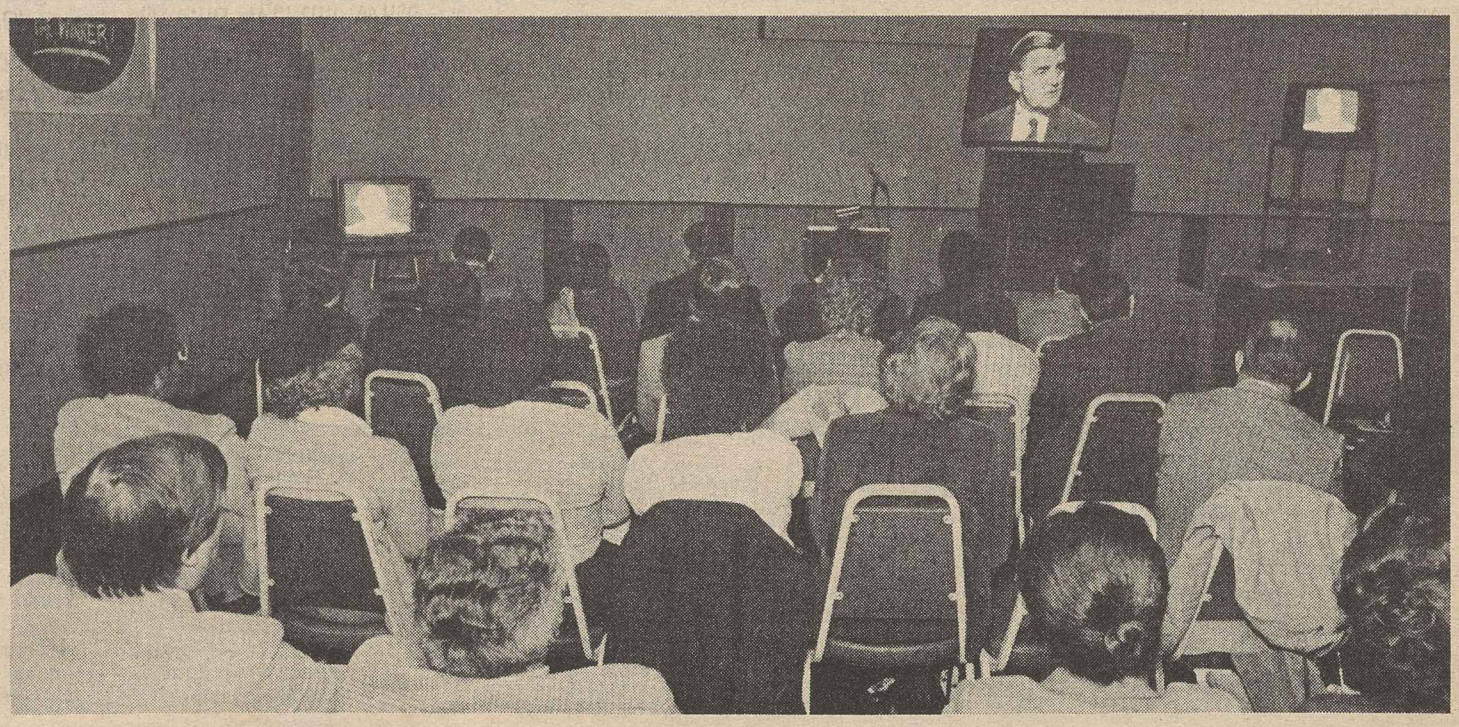
The full employment goal was stressed especially in a preface signed by civil rights and environmental leaders as well as by Samuel and Auto Workers President Owen Bieber. They were joined by National Organization for Women President Judy Goldsmith, National Urban League President John Jacob, Wilderness Society President Gaylord Nelson, National Women's Political Caucus Chair Kathy Wilson, Congressional Black Caucus Chair Julian C. Dixon (D-Calif.), NAACP Executive Director Benjamin Hooks and Sierra Club Executive Director Michael McCloskey.

Carpenters create unit to aid retiree activities

The Carpenters established a new retirees department and created the UBC Retirees Club as a voluntary association for the union's nearly 70,000 retired members and their spouses.

The new department, created with the UBC executive board's approval, will provide local retiree clubs with guidance and services.

UBC President Patrick J. Campbell said the local retiree units will offer their members recreational and social contacts, community activities, and a variety of opportunities for legislative and political education work.



Washington-Baltimore area UFCW members view TV broadcast focusing on 1984 election issues.

AFL-CIO news

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LEGISLATIVE ALERT!
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'One-sided' Reagan budget puts burden on workers, sick, poor

Lane Kirkland addresses AFL-CIO United Black Labor for '84 committee meeting. From right are Cochairs Frederick O'Neal, Marc Stepp, Barbara Hutchinson, William Lucy and Leon Lynch, and COPE Director John Perkins and Coordinator Velma Hill. Representatives from 35 federation affiliates attended the committee's founding session.

Further cuts sought in key social areas

By David L. Perlman

President Reagan asked Congress to make further cuts in already slashed domestic programs and vote another big increase in military spending. But he warned against any rollback of the tax cuts that have contributed heavily to a succession of staggering budget deficits.

In fiscal 1985, the budget year that starts next Oct. 1, the tax cuts that were the heart of Reagan's economic program account for $165 billion of the projected $180 billion deficit.

The President told Congress that the federal tax system needs to be made "simpler and fairer"—but not this year. And in a speech to an audience of business supporters, Reagan said critics who complain that his tax policies favor the rich are motivated by "greed and envy" and want to penalize success.

AFL-CIO Research Director Rudy Oswald criticized Reagan's budget proposal as "one-sided," with its heavy tilt to military spending and reductions in programs "to help workers, students, the elderly, the sick and the poor."

More cutbacks

Federal workers are again targeted for cuts in retirement benefits and another year of severe pay curbs, he noted. Unemployment benefits for railroad workers would be reduced, the elderly and the needy would be required to pay more for health services, and most students would get less help in paying college tuition.

At the same time, defense spending would rise to $272 billion, a $34.5 billion increase over this year and nearly double the 1980 level. The total budget calls for $925.5 billion in outlays, including $116 billion just to pay the interest on the federal debt.

Director David A. Stockman of the White House Office of Management & Budget acknowledged at a press briefiing that the Administration will have to come up next year with some "tough bullets to bite" in terms of revenue-raising proposals to bring down the deficit.

But there was no point in proposing

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Black unionists mobilize for all-out election drive

By Susan Dunlop

Black trade union leaders formed a national committee—AFL-CIO United Black Labor for '84—to continue to mobilize labor support among AFL-CIO union members for the presidential nomination and election of Walter Mondale.

The first formal meeting of the committee drew nearly 200 unionists representing some 35 AFL-CIO affiliates, including all of those with substantial black membership.

Cochairs of the committee are AFL-CIO Vice President Barbara Hutchinson, who is also director of the Government Employees' Women's Dept.; Sec.-Treas. William Lucy of the State, County & Municipal Employees, Steelworkers Vice President Leon Lynch, AFL-CIO Vice President Frederick O'Neal, who is president of the Actors & Artistes, and Auto Workers Vice President Marc Stepp.

Velma Hill, civil rights and international affairs director of the Service Employees, will coordinate the committee's activities for AFL-CIO COPE.

The cochairs stressed that a primary objective will be to spell out the damage that the Reagan Administration has inflicted on black union members, their families and their communities by its unfair social and economic policies.

The committee will also launch a nationwide effort to explain the crucial issues in the campaign and to urge AFL-CIO union members to support Mondale as the candidate best qualified to defeat Ronald Reagan and return the nation to a progressive path, they said.

Federation President Lane Kirkland pledged to the group that its efforts will have the "full and total support of the AFL-CIO."

Stepp pointed out the "stark contrast" between the attitudes of other American presidents, such as Franklin D. Roosevelt who urged workers to join unions, and President Reagan, one of whose first acts "was to destroy a union."

Lynch asserted that President Reagan's social and economic policies have devastated the nation, and have fallen particularly hard on blacks and women. He said

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Mondale links deficit reduction to tax reforms

Walter F. Mondale's deficit-reduction plan relies heavily on a more equitable tax system to raise revenues and a smaller rise in defense spending than President Reagan has proposed.

That's the thrust of a position paper Mondale issued on the eve of Reagan's budget message to Congress.

It includes a shift in farm policies, a clamp on health care costs and—as an inevitable byproduct—a substantial savings in interest payments on the federal debt.

By the end of Mondale's first term in office, his campaign fact sheet asserts, the annual savings over the Reagan budget scenario would exceed $100 billion even after allowance is made for up to $30 billion in added spending for social programs and industrial development.

Reagan also has a plan for future deficit reduction, his top economic spokesmen assured the press at a budget briefing. But don't expect it to be unveiled until after the election.

David Stockman, the sometimes frank-speaking director of the White House

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Rising trade deficit bleeds U.S. jobs

By James M. Shevis

The record 1983 merchandise trade deficit of $69.4 billion is a direct threat to the nation's economic well-being and is costing hundreds of thousands of Americans their jobs, the AFL-CIO warned.

Research Director Rudy Oswald said that last year's deficit—63 percent greater than the 1982 deficit of $42.7 billion—"has had an extremely negative impact on the U.S. economy and has contributed significantly to the current high levels of unemployment."

Government and private economists alike have expressed fear that the imbalance will rise even higher this year, topping $100 billion, and that even more jobs will be lost.

The Commerce Dept. said the 1984 deficit could reach $110 billion. The job loss resulting from such a deficit could cost up to 2 million jobs, studies by both Data Resources, Inc., and the Institute for International Economics estimate.

Accelerated decline

"The decline in our trade position has accelerated very, very dramatically," DRI President Otto Eckstein said. "It's snowballing."

Eckstein said the growing international trade deficit is the strongest evidence of an accelerating decline for U.S. manufacturers.

In manufacturing trade alone, the 1983 deficit reached $38.2 billion and an astonishing 260 percent increase over the manufacturing deficit level of 1982.

A major contributor to the huge growth in the trade deficit has been the appreciation of the U.S. dollar. Since July 1980, the value of the dollar has risen 56.9 percent against the currencies of the nation's major trading partners.

This change in the dollar has had the effect of increasing the cost of U.S. exports and reducing the cost of imported

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2/4/84

Machinists President William Winpisinger addresses the IUD legislative conference. Others from left are ACTWU Sec.-Treas. Jacob Sheinkman, Rep. Robert Garcia (D-N.Y.) and AFSCME Sec.-Treas. William Lucy.

At IUD conference

National policy urged to aid ailing industries

The critical need for a national industrial policy and the importance of reversing the damage done by the undermining of basic industries were the key concerns of the Industrial Union Dept.'s legislative conference.

IUD President Howard D. Samuel told participants in the two-day meeting that the problem of America's shrinking industrial base is not new, yet for many industries the recession brought on by the policies of the Reagan Administration intensified their decline.

Samuel said the nation urgently needs "sound tax, budget and trade policies if we are to get back on the road to prosperity and full employment."

AFL-CIO President Lane Kirkland, in his keynote address, called a national industrial policy that takes into account the needs of the nation as a whole "a logical and necessary element in the development of democracy itself."

Kirkland said the AFL-CIO welcomes and supports the Industrial Competitiveness Act introduced by Rep. John LaFalce (D-N.Y.), but he stressed that "we are under no illusion that our program will get past the desk in the Oval Office until there is a new President to pick up the pen and sign it."

Labor's top priority

Because Walter Mondale "shares our concerns and objectives" the AFL-CIO has endorsed his candidacy and made it the highest priority "to see to it that he gets the chance to lead the way to a national industrial renaissance."

Machinists President William W. Winpisinger warned that "all is not right" in the current economic upturn. Although a one-sided recovery is being felt "at the top" of the economic ladder, millions of Americans have been left behind.

Winpisinger said the number and quality of jobs emerging in new industries, such as "high tech," and in services are a "poor substitute" for lost jobs in manufacturing.

Communications Workers President Glenn Watts told the conference that the lack of an industrial policy "is a direct result of our national preoccupation with the short term, especially short-term profits."

He pointed out that the need for an industrial policy isn't restricted to the so-called "basic industries." Watts said there are already "warning signs" that the future of the information and high tech industries "could fall victim to the same maladies" plaguing such industries as steel and automobiles.

Auto Workers President Owen Bieber stressed that industrial policy is not just "a political buzzword—a ploy to help Democrats get elected," but instead "a practical necessity for the people we represent on the production lines and on the unemployment lines of America."

Bieber, who heads the IUD's industrial policy committee, said the first prerequisite of a "meaningful" industrial policy is "to maintain and expand productive, job-creating investment in the United States." And he stressed that labor must be on guard "to see to it that industrial policy does not end up meaning a national economic policy run by private industry."

The public interest in industrial policy should be defined and broad, democratic controls should be built into it to assure that "the goals of secure employment, a rising standard of living . . . and an expanding supply of useful goods and services" are attained, he said.

Wide impact

Steelworkers Acting President Lynn R. Williams agreed that most corporate decisions concerning the industrial future "are made on the basis of very narrow, very selfish and very immediate considerations . . . in private with little or no public involvement." Yet they affect the lives of millions of workers and their communities and the safety and welfare of the nation, he pointed out.

Williams urged that the first step toward achieving industrial policy is to "get rid of this crowd in the White House and their allies in Congress" and then "we must get on with the business of industrial policy legislation."

Electrical Workers President Charles H. Pillard, citing as an example the erosion of jobs in the electrical and electronics industries, said the United States seems to be "the only country in the world to allow the pious formulas of 'free trade' to lead us down the road of industrial ruin." Pillard urged that a national industrial policy include "a sensible trade policy."

In a discussion of how industrial policy can be put in place, Graphic Communications Union President Kenneth J. Brown outlined the legislative priorities needed for a national industrial policy framework, and Carpenters President Patrick J. Campbell explained the status of legislation that would bar labor law violators from obtaining government contracts.

Blocking deregulation

Utility Workers President James Joy, Jr., described labor's legislative efforts to block natural gas deregulation, and Electronic Workers President William H. Bywater explained progress toward achieving key domestic content legislation for the automobile industry.

Other speakers at the conference included State, County & Municipal Employees Sec.-Treas. William Lucy and Clothing & Textile Workers Sec.-Treas. Jacob Sheinkman, as well as former Labor Sec. Ray Marshall.

Also addressing the conference were Sen. Donald Riegle (D-Mich.) and Representatives Robert Garcia (D-N.Y.), Geraldine Ferraro (D-N.Y.), John J. LaFalce (D-N.Y.), Paul Simon (D-Ill.), and John Dingell (D-Mich.).

Labor presses court battle on prevailing wage rules

The AFL-CIO and eight affiliates asked a federal appeals court to overturn a lower court decision that would permit the Reagan Administration to impose damaging changes in the Service Contract Act, the prevailing wage law meant to protect workers on jobs under federal contract.

The suit seeking to force the Labor Dept. to pull back the rule changes was filed in the U.S. Court of Appeals for the District of Columbia by the federation and the Building & Construction Trades Dept., with the Carpenters, Electrical Workers, Laborers, Machinists, Seafarers, Service Employees and Transport Workers.

The AFL-CIO and the unions acted following a Jan. 27 District Court ruling upholding the changes sought by the Reagan Administration. Although the Labor Dept. had agreed to postpone the changes until the District Court acted, the lower court's position cleared the way for Sec. Raymond L. Donovan to put the new rules in effect immediately.

The new rules would cut back on the categories of workers who are protected by the law, weaken "successorship" rules that kept employers from cut-throat wage competition to win federal contracts, and exempt certain types of services from coverage completely, notably maintenance and repair contracts covering "high technology" equipment and services performed as part of a multi-purpose contract where the services themselves are not the main element of the agreement.

BCTD President Robert A. Georgine said the unions are "very disappointed" in the district court action.

He said that in challenging the changes, the unions argued that the Labor Dept. "failed to provide adequate justification" for any of the cutbacks.

The new rules, Georgine stressed, severely weaken the protection of workers the act was designed to protect.

The AFL-CIO has called the new rules a "wage-busting" tactic and said in a statement that they "cruelly" cut back on wage protections Congress intended to protect working people who are "among the most unskilled, the weakest and poorest of our citizens."

The federation said the District Court decision "strengthens the AFL-CIO's resolve to continue its efforts to bring a measure of fairness and decency to the government's dealings with those who do its laundry, sweep its buildings, cook its food, cut its forests and perform a hundred other hard, demanding—and necessary—jobs."

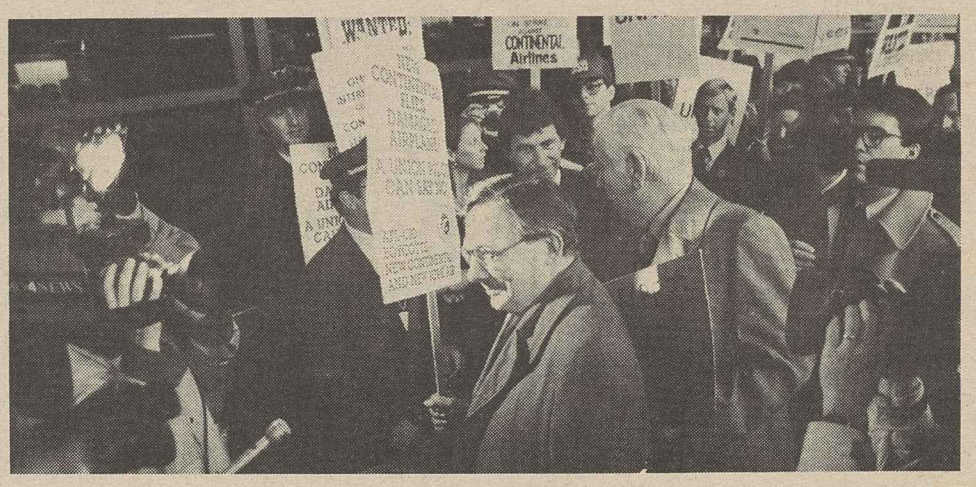
Davis-Bacon ruling

The District Court ruling came after the U.S. Supreme Court had refused to hear a challenge to the Labor Dept.'s rule changes cutting back protections of the Davis-Bacon Act, the prevailing wage law covering federal construction contracts.

By denying review, the high court let stand an appeals court decision allowing the rule changes to go into effect.

The AFL-CIO has charged that the Labor Dept.'s tampering with long-standing prevailing wage regulations is a "back door" tactic by the Reagan Administration to achieve changes in legislation by administrative action when it can't get them through Congress.

Since President Reagan took office, Congress has rejected several Administration attempts to weaken prevailing wage laws.



Continental protest

Continental Airlines' perversion of federal bankruptcy laws to break union contracts was the focus of demonstrations at major cities over the Jan. 27-29 weekend, including the one at Washington, D.C.'s National Airport, left, and in Seattle, where AFL-CIO President Lane Kirkland joined pickets. In Washington, Air Line Pilots President Henry Duffy, left, and Machinists Airline Coordinator William Scheri led the rally.

Black labor leaders unite for Mondale

Continued from Page 1

the committee's efforts with black trade unionists on the local level will be "full time until we turn Ronald Reagan out of office."

Hutchinson charged that the policies of the Reagan Administration are "killing our communities, killing our young people, killing our jobs," and urged trade unionists to work together to "win with Mondale" and to end the "oppression" many Americans feel under the current Administration.

Lucy said that among black union members "it is not a question of telling them 'how to vote,' but of telling them where to vote" because they are already determined to defeat Reagan. He said the committee's get-out-the-vote programs came as a result of a meeting of black trade unionists immediately following the AFL-CIO's endorsement of Mondale at its convention in October.

Its three goals, now, he said, are "registration, education and election."

Committee members at the meeting included elected officers of AFL-CIO unions, their regional and district directors, officers of AFL-CIO state and local central labor councils, local union officers and union staff members.

Primary targets

Hill said committee activities will initially focus on Georgia, Alabama and Florida, all of which have Mar. 13 primaries. The group's next meeting will be Feb. 19 in Jacksonville, Fla.

The committee has also designated six vice chairs: Vice President Mattie Jackson of the Ladies' Garment Workers, Vice President Nat LaCour of the Teachers, Vice President Calvin Moore of the Oil, Chemical & Atomic Workers, Vice President Bill Stodghill of the Service Employees, President Tom Turner of the Metropolitan Detroit AFL-CIO and President Joslyn Williams of the Metropolitan Washington AFL-CIO.

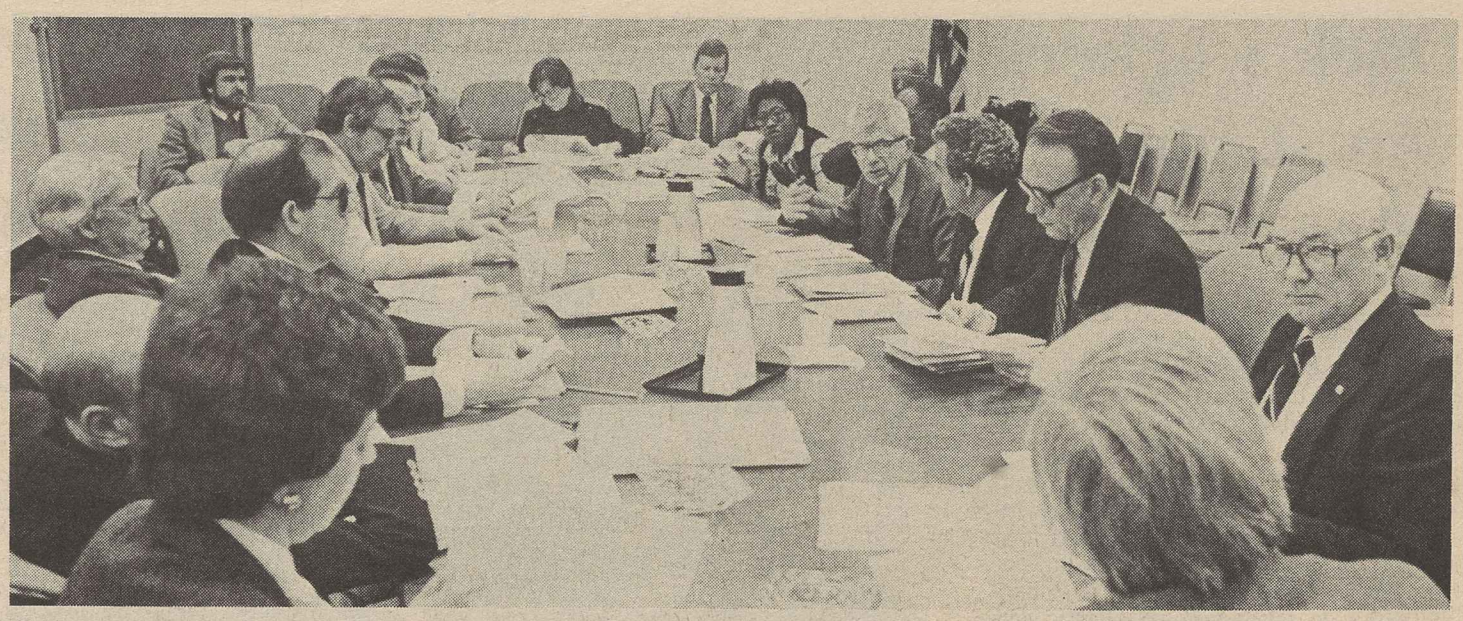
Other speakers at the meeting included COPE Director John Perkins and pollster Peter Hart.

Harvard picks Fraser for Wurf fellowship

Former Auto Workers President Douglas A. Fraser is the first Jerry Wurf fellow named to the John F. Kennedy School of Government at Harvard University.

Fraser will teach during the spring term in the school's trade union program and participate in economic and health policy seminars. He will also conduct a special seminar at the university's Institute of Politics.

The annual fellowship was established last year under a $1-million grant by the State, County & Municipal Employees in memory of the late Jerry Wurf, AFSCME's president from 1964 to 1981.



Dealing with Medicare

Social Security Committee of AFL-CIO Executive Council discusses labor's dissent to a government advisory council's recommendations for raising costs to the elderly and reducing their coverage under Medicare. AFL-CIO Vice President Sol C. Chaikin presided at the meeting held at federation headquarters.

Reagan's 'one-sided' budget seeks further cuts in key social programs

Continued from Page 1

such a plan in an election year because Congress wouldn't want to touch it, he claimed. And besides, it would offer a "target" for candidates for Congress to run against.

The President did use his budget to again propose a subminimum summer youth wage, contending that if it were enacted the deficit could be reduced by appropriating a smaller sum for the government's summer youth employment program. He wants the $3.35 minimum reduced to $2.50.

Fast-food franchises that employ a lot of teenagers have been the big advocates of a reduced youth minimum wage. The President's reasoning was that his proposal "will let employers lower their costs to levels more in line with the skills youth possess."

Labor Dept. cutbacks

The Labor Dept. budget calls for reduced funding for the Employment & Training Administration, projects the Occupational Safety & Health Administration at close to current levels but specifies that both OSHA and the Mine Safety & Health Administration "will continue efforts to revise or eliminate standards that burden employers without enhancing protection for workers."

Overall, according to an AFL-CIO Dept. of Economic Research estimate, the Reagan budget proposal "would cut social programs by approximately $10.6 billion from current services with the cuts highlighted in the social welfare programs."

Poor people eligible for Medicaid would help reduce expenses by "cost-sharing" whenever they needed to see a doctor or enter a hospital and persons would have to wait an additional month after turning 65 to qualify for Medicare—another Administration cost-saver.

Federal employees would pay a higher payroll deduction for a lower level of retirement benefits. Money would be cut from community service programs and special assistance for children and the elderly.

Many of the budget "savings" proposed by the President are retreads of proposals he made last year which Congress rejected or ignored.

That category includes the Administration's attempt to raise postal rates substantially for publications of non-profit organizations by slashing the subsidy from the $879 million that Congress allocated this year to $400 million.

Another renewed proposal was to limit tax-free employer-paid health benefits to $70 a month in premiums for an individual and to $175 for family coverage.

On the plus side, in terms of labor's concerns, the President did propose a substantial increase in Environmental Protection Agency programs, including the identification and cleanup of hazardous chemical dumps, anti-pollution grants and pesticide research.

Education funds overall would get a slight increase, but low-income students would have to pay a larger share of educational expenses.

The President's budget message gave election-year lip service to a call for "a constitutional amendment mandating balanced federal budgets and spending limits."

He also wants a constitutional amendment to allow a president to veto one item in an appropriations bill without vetoing the entire measure.

Reagan renewed his invitation to congressional leaders to join in a bipartisan effort to make a "downpayment" on deficit reduction this year. But he insisted that it must involve "substantial reductions in spending and strictly limited increases in receipts."

Up to Congress

The actual budget is set by Congress, not the President. The economic assumptions, which often do not agree with those of the Administration, are made by the non-partisan Congressional Budget Office, the legislative branch's equivalent of the Office of Management & Budget.

Congress has set various target dates, which it sometimes fails to meet, for setting budget goals by broad categories, further refining the figures, and adopting the legislation needed to reconcile budget goals with the requirements of law.

The President's budget, nevertheless, usually serves as a starting point for the congressional budget planning and many of the less controversial elements are adopted with little or no change.

Lots of guesswork

The budgets presidents submit to Congress each year base projections of tax revenues and required outlays on a set of economic assumptions—in effect, educated guesses on the behavior of the economy.

Sometimes these assumptions prove close to the mark; in some years, they have been widely askew.

Here's what Preseident Reagan's latest budget proposal supposes for the near future:

- **It assumes that unemployment, which was 8.2 percent in December 1983, will drop to 7.7 percent in the fourth quarter of this calendar year, but dip only to 7.5 percent by the last quarter of 1986. That would leave the jobless rate higher than when Reagan took office.**
- **It assumes an after-inflation growth rate of 4.5 percent for calendar year 1984, dipping to 4 percent the following year.**
- **It assumes, contrary to the expectation of most private economists, a continuing decline in interest rates on Treasury bills—thus reducing the budget drain. The projection for 91-day bills is a 7.7 percent rate in 1985, dropping to 5 percent by 1989.**

Mondale plan to lower deficit keyed to equitable tax system

Continued from Page 1

Office of Management & Budget, said the Administration will wait until after the election to make any major deficit-reduction proposals.

Mondale's program calls for a partial rollback of Reagan tax cuts that he termed "the most unfair tax measures in modern American history." He called for making "wealthy individuals and corporations join the rest of us in paying their fair share."

His revenue plan, which he said would add $60 billion in revenues in the 1989 fiscal year, proposes to:

- Defer indexing, which will otherwise result in annual tax reductions while deficits continue to soar.
- Put a retroactive cap on the third year of the Reagan tax cut that would affect incomes above $60,000.
- Impose a 10-percent surcharge on incomes above $100,000.
- Enact a 15-percent minimum corporate tax and end widespread loopholes and abuses in the corporate tax code.
- Adopt a tough compliance code to reduce tax evasion.

On the spending side, Mondale pledged to maintain a strong defense but "bring defense spending down to a steady, sustainable level." He spelled out weapon systems he would support as alternatives to Administration plans, holding the annual after-inflation rise in spending to 4 percent—less than half the projected Reagan increase. The difference would be in the $30-$40 billion a year range, he said.

For agriculture, Mondale indicated areas of changed emphasis that he said would save about $10 billion a year.

New investments

On the budget expansion side, Mondale called for "new investments of about $20 billion in such areas as education, research and development, job training, industrial strategy and exports." The goal would be to make the United States more competitive in world markets.

"To promote fairness," Mondale proposed budget restorations of about $10 billion "in compensatory education, health, nutrition, legal services, environmental protection" and comparable programs.

If during the campaign he proposes any new commitments in these areas, Mondale pledged, he will at the same time indicate how he would pay for the improved measures.

Dock workers win stronger job security

Miami Beach, Fla.—The Longshoremen reached agreement with ocean carrier companies on a supplement to their already negotiated master contract covering some 50,000 dockworkers in ports from Maine to Texas.

The supplement, reached here after four days of intensive collective bargaining, increases job security by stipulating that each of the more than 200 ocean carrier companies will use ILA members to handle cargo on their ships in Atlantic and Gulf Coast ports. The union will conduct a ratification vote Feb. 7.

The newly approved change in the master contract supplements a three-year agreement that will expire Sept. 30, 1986. The master contract calls for wage increases of $1 an hour in each year of the pact, and increased contributions to pensions and welfare programs.

Longshoremen's basic wage will rise to $15 an hour, retroactive to Oct. 1, to $16 next Oct. 1, and to $17 on Oct. 1, 1985.

In announcing the supplement agreement, ILA President Thomas Gleason also said that the union had reached a settlement with the New York Shipping Association on local issues in the port of New York and New Jersey, the nation's largest ocean harbor.

The bistate port pact is geared to producing greater labor-management cooperation and improve control of cargo-handling costs. Other locals are expected to follow suit, the ILA said.

Other ports

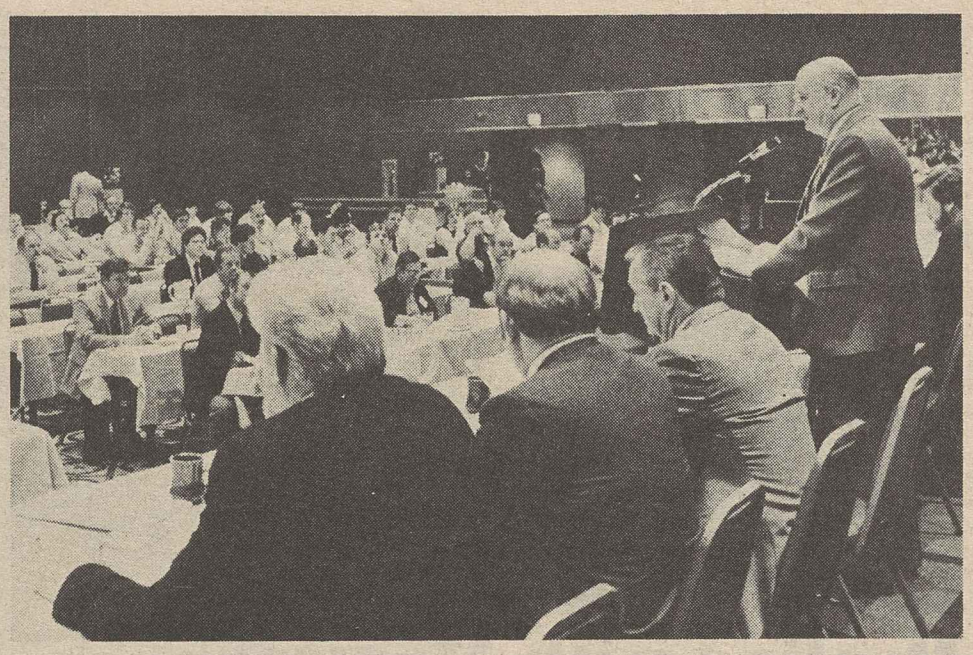
In addition to the New York dockworkers, the ILA represents maritime workers in 35 other ports along the East and Gulf Coasts and in the Great Lakes harbors, eastern Canada, and Puerto Rico.

Agreement on the supplement to the master contract was expected to clear the way for settlement of agreements at other Atlantic and Gulf Coast ports, he said.

Negotiations on both the master and local contracts were delayed last year by a dispute over the handling of containerized cargo. The union had previously negotiated measures to preserve members' jobs in handling the containerized cargo.

ILA members currently are working under an interim contract that has been in effect since Oct. 1.

It had been scheduled to expire Jan. 31 but was extended to Feb. 8 to give other ports enough time to complete local negotiations.



Legislative agenda

Fire Fighters President John A. Gannon outlines IAFF concerns at the union's legislative conference in Washington. Pension-related issues dominated the agenda of the three-day meeting attended by 200 participants. Sessions focused on fringe benefit taxation, right-to-know hazard identification legislation, toxic building materials, federal job reclassifications and death benefits. Meetings were also held with congressional representatives.

OCAW contract at Union Oil ratified after striker's death

Rodeo, Calif.—Oil, Chemical & Atomic Workers at two Union Oil Co. refineries ratified new two-year agreements, ending a 13-day strike during which one OCAW member was killed and another injured by vehicles running through the picket line at the main gate.

Contracts were ratified on Jan. 30 by OCAW members at the Rodeo and Wilmington, Calif., plants and members were expected to be back on the job by Feb. 3. The agreements match the industry-wide pattern OCAW set in early January in its contract with Gulf Oil Co. Wages will be increased 20 cents per hour the first year and 35 cents per hour the second year with the company contribution to medical insurance going up $15 over the term of the agreement.

Two days after workers struck Union Oil, Gregory T. Goobic, 20, of OCAW Local 1-326, was killed on the picket line when a tank truck driven by a strikebreaker ran him down at the plant gates. The driver, Robert E. Carper of Hanford, Calif., was charged by police with vehicular manslaughter.

Fellow union member Paul Griffith, who was with Goobic at the plant gate, said the truck accelerated as it turned into the main plant gate. "I jumped out of the way. If I had not jumped, I would have been in the same place," he said.

A day earlier, OCAW member John D. Smith suffered a leg injury after being rammed by a security guard's car entering the plant.

In the wake of the injury to Smith, the union's local officers met on Jan. 19 with police and plant officials to get an agreement that all trucks stop in front of the picket line to be informed of the strike before proceeding into the plant. Later that day Goobic was killed.

OCAW members struck the two refineries Jan. 17 after failing to get the company to drop its demand for a two-tier pay system that would cut pay for new hires by as much as 40 percent in some classifications. The company finally dropped this demand.

OCAW is bargaining nationwide to gain new contracts for its members based on the pattern settlement reached with 19 oil companies covering 26,750 of the 50,000 workers OCAW represents in the industry.

About 175 workers are still on strike at Cenex, a small Montana refinery, where last week a vehicle belonging to the local's vice president was blown up.

Senators back phone unions on pensions

A bipartisan effort to salvage pension portability for telephone workers affected by the breakup of the American Telephone & Telegraph Co. has support from senators on both sides of a 44-40 vote on the controversial issue of levying a long-distance access fee on every household with a telephone.

The House had passed a labor-supported bill that would have:

- Barred the Federal Communications Commission from putting into effect its plan to make telephone users pay a monthly charge for the ability to make long distance calls, even if they didn't make any toll calls.
- Continued indefinitely the right of workers affected by the court-ordered breakup of AT&T to take their earned pension service credits with them if they transfer from one company to another before having the 10-year service required for vesting. The original court order only gave them that right through 1984.

The Senate was preparing to take up a bill to postpone the access fee plan for two years when the FCC postponed the effective date of its order from April 1984 at least until June 1985.

That move was credited with tilting the Senate majority, resulting in a 44-40 vote against taking up the access bill—in effect rejecting a legislative solution.

Future action

But after the bill was sidetracked, senators from both sides of the aisle and on both sides of the access fee vote took the floor to express support for extending pension portability rights either in separate legislation or through an amendment to some other pending bill.

In other congressional action, the budget deficit built by President Reagan's tax policies set the stage for a surprise. House vote rejecting higher spending authority for the program that funds weatherization of homes of the elderly, handiicapped and poor.

The Administration opposed the bill for a $500 million authorization and got an assist from a bloc of House Democrats fearful of being labeled big spenders.

After some parliamentary confusion, the House voted 233-142 for an amendment by Rep. Thomas Carper (D-Del.) to cut back the authorization to the current level of $200 million. Republicans backed the amendment, 125-18. But the Democrats were against it by a slim 124-108.

Major contract settlements show rising trend

The government's report on collective bargaining in 1983 showed improvement in major settlements over the previous year.

In key contract settlements last year covering 5,000 or more workers, total compensation—wages and benefits—rose by 3.4 percent in first year and by 3 percent a year when averaged over the term of the agreements. The figures compare with 3.2 and 2.8 percent, respectively, in 1982.

The Bureau of Labor Statistics, which released the figures, also reported that wage settlements in contracts covering 1,000 or more workers provided increases averaging 2.6 percent in the first year and 2.8 percent over the term of the contract. In 1982, the comparable increases were 3.8 and 3.6 percent.

Upward trend

While the figures were down from 1981 increases of 9.8 percent for first-year wages and 7.9 percent annually over the life of the contracts, the trend-line last year showed a definite rise toward larger settlements, culminating in a first-year wage gain of 4.4 percent in contracts negotiated during the fourth quarter.

Heavily weighted concession pacts dominated the first-quarter figures, when the average first-year wage change was a decline of 1.2 percent, the first quarterly drop in wages since BLS began the statistical series in 1968. The pace picked up in the second and third quarters, with first-year wage increases averaging 2.7 and 3.7 percent, respectively.

AFL-CIO Economist John Zalusky noted the decline in wage settlements last year "indicates a movement to benefits rather than wages, and analysis of the quarterly data also shows improvement over the first of this year."

The Labor Dept. released two other sets of figures, one showing employer cost for total worker compensation—wages and benefits—increased 5.7 percent between December 1982 and December 1983 for all workers, and the other reflecting a 3.1-percent increase in worker productivity last year.

The 1983 productivity rise was a big turnaround from 1982's decline of one-tenth of 1 percent, and the biggest gain since 1976.

Factory productivity measured by itself showed the best improvement in two decades. The nation's factories, employing 19 million people, increased their productivity by 6.6 percent in 1983 to show their biggest gain since 1963's 7.2 percent, the government reported.

In its report on employer costs, BLS said total compensation for unionized workers rose 5.8 percent last year. Compensation for non-represented workers increased 5.7 percent.

Because of the two- or three-year contract terms, union wage improvements usually lag behind non-union gains during economic upturns, Zalusky observed. Employment wage costs of union-represented workers increased 4.6 percent last year, compared with 5.2 percent for non-union workers.

Since June 1981, union wages and benefits have risen 2.5 percent more than for non-union workers, reflecting the benefits of union representation even during hard economic times, Zalusky pointed out.

Most got raises

In its report on major settlements last year, BLS said that 37 percent of the workers covered by the pacts took an initial wage freeze or reduction while the remaining 63 percent negotiated pay increases.

Apparently, many of the agreements without first-year wage increases negotiated improvements in the second and third years of the contracts. Over the term of the agreements, 73 percent negotiated increases and those without increases dropped to 27 percent.

"Thus, nearly three-fourths of the workers covered by 1983 settlements will receive wage increases before their contracts expire," BLS said. These increases were negotiated in a variety of industries, including telephone communications, airlines, aerospace and electrical products, glass, and paper manufacturing.

About 460,000 workers last year, mainly in steel, transportation, and construction industries, showed wage cuts averaging 6.7 percent in the first contract year, BLS said.

"Subsequent wage increases will fully restore these cuts for some of these workers, but about 395,000 will have wages reduced an average of 1.7 percent annually over the contract's life," BLS said.

About 2.3 million workers had cost-of-living wage changes averaging 2.1 percent last year, BLS said. Nearly nine out of 10 of these workers received increases averaging 2.4 percent while the remainder had pay cuts due to their COL provision.

During the first quarter of 1984, BLS said, 126 major agreements covering 350,000 workers are due to expire or may be reopened for wage negotiations. These contracts include some 90,000 workers in construction and 26,000 in petroleum refining.

About one million workers are scheduled to receive deferred wage boosts averaging 3.2 percent in the current quarter under contracts negotiated earlier.

Economy threatened

Surging trade deficit takes toll in U.S. jobs

Continued from Page 1

goods. The change in currency valuation has also had the effect of understating the impact of the record trade deficit since the dollar amount does not accurately reflect the increase in volume of goods being imported.

A second big reason for the nation's poor trading performance is the difference in the growth rates between that of the United States and other countries. The U.S. economy is growing much faster than that of other nations, resulting in brisk American purchases but a lag in foreign buys of U.S. goods.

Consulting economist David Ernst said that 1984 is "definitely going to be a disastrous year for U.S. trade," and that the weak trade picture was putting a drag on the overall U.S. economy. Ernst said that last year's deficit cost the nation 1.5 million jobs.

Commerce Sec. Malcolm Baldrige, who a week earlier had forecast a $90 billion deficit this year, revised his projection upward to $100 billion.

The 1983 trade situation looked bleak all over. The nation posted a record $21 billion deficit with Japan, traditionally the country which contributes the most to the U.S. imbalance. But the United States also ran up a $1.6 billion deficit with the countries of the European Common Market, the first such deficit since 1972.

Last year's red ink reflected a 5.9 percent rise in imports and a 5.5 percent drop in exports. Imports totaled $269.9 billion while exports amounted to $200.5 billion.

The import figures reflected sizable increases in various manufactured goods, including new automobiles, office machines and automatic data processing equipment, telecommunications equipment, electrical machinery and clothing, and moderate increases in some agricultural commodities, the Commerce Dept. said.

The 1983 export figures reflected large declines in manufactured goods, including items in the non-electric machinery, iron and steel, and chemicals categories, bituminous coal, and farm products.

Trade with Japan and Canada accounted for about 36 percent of total imports and about 30 percent of total exports, the government said.

A 14.6 percent drop in petroleum imports reflected a decline in the average number of barrels imported daily to 4.5 million in December from 5.5 million in November, and a slight drop in the average per-barrel price to $29.37 from $29.47.

For December alone, the overall trade deficit narrowed to $6.3 billion from November's $7.4 billion. Analysts attributed the improvement to the dip in oil imports and a surge in aircraft sales.

In Congress, lawmakers attacked a proposed federal regulation freeing shipmakers from the so-called "50-percent rule" requirement for U.S. ships as harmful to American workers.

Policy retreat

Rep. Les Aspin (D-Wis.) called the proposal a "retreat" from long-held "Buy American" requirements. He said the U.S. Coast Guard was moving to modify the 50-percent rule in a way that would eliminate engines and other mechanical components from the "Made in America" requirement.

In a letter to the Coast Guard, Aspin said that "as long as American firms produce quality products, the government should not damage their business and destroy American jobs." He cited Fairbanks Morse of Beloit, Wis., which is now under contract to build engines for Navy tankers, as one company that could continue to grow under the existing 50-percent rule.

In the DRI study, statistics on the importation of manufactured goods showed a mounting impact on American industry and jobs.

In 1965, some 4.3 percent of manufactured goods in the economy were supplied from abroad, the study observed. By 1980, the figure had risen to 13.5 percent, and "virtually every industry suffered from a major worsening of import penetration," DRI said.

E. R. McKinney dies, union organizer, writer

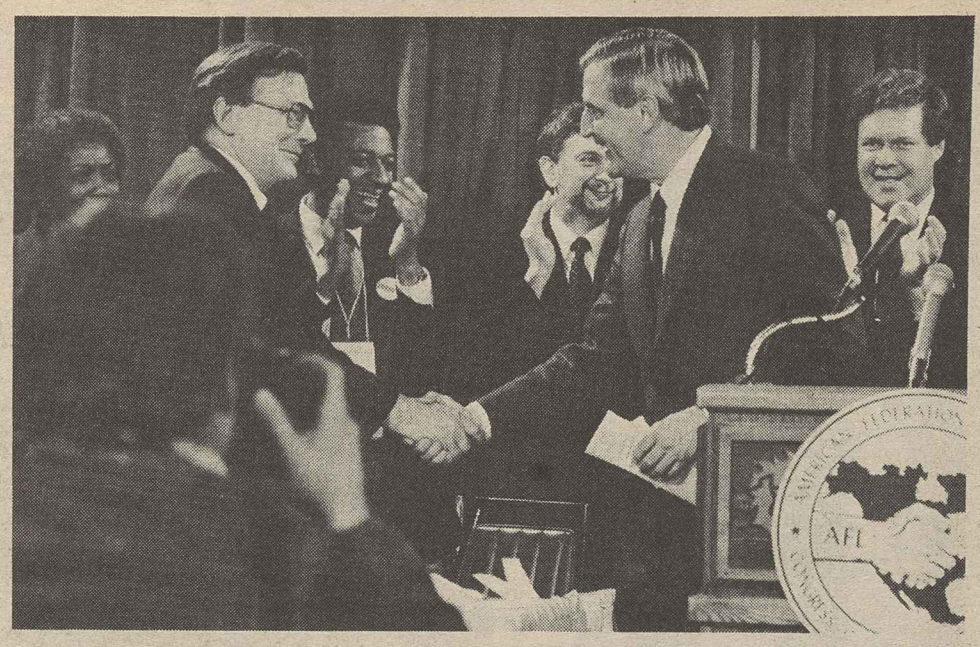
New York—Ernest Rice McKinney, an adviser to the A. Philip Randolph Educational Fund, died at St. Vincent's Hospital here at age 97.

Throughout his life, McKinney was a union organizer, writer and educator. During the 1920s, he helped Sleeping Car Porters President A. Philip Randolph organize Pullman car porters. McKinney was editor of the Pittsburgh Courier and also contributed articles to the Messenger magazine, edited by Randolph.

In 1936, McKinney became an organizer for the CIO, assigned to the Steel Workers' Organizing Committee in Youngstown, Ohio. In 1940, he organized sharecroppers and cotton pickers in Missouri.

McKinney joined the Randolph Institute's educational fund in 1972 as a special assistant to APRI Chairman Bayard Rustin. During his career, he also wrote on the history of black workers in the trade union movement, and taught labor history at Rutgers University.

A memorial service will be held Feb. 28 at 4 p.m. at the Community Church of New York, 40 East 35th St.



Lane Kirkland welcomes Walter Mondale to Seattle conference.

Mondale keynote highlights first regional conference

Seattle — Democratic presidential candidate Walter F. Mondale brought union members to their feet cheering at a labor rally here that highlighted the first of a series of seven AFL-CIO regional conferences.

Mondale, who has the AFL-CIO's endorsement in his quest for the Democratic Party nomination, lashed out at the Reagan Administration for having fostered "hostility to the legitimate rights of working men and women . . . an attitude in this country where many employers are using King Kong tactics to force Hong Kong wages."

AFL-CIO President Lane Kirkland introduced Mondale at the rally, which drew an overflow crowd of union members.

Joining with the Seattle-area workers were union activists from eight states, who had taken part in a round of workshops that focused on labor's election-year role.

Topics they had covered included nuts-and-bolts techniques of reaching union members with labor's get-out-the-vote message, the political outlook in the states represented and procedures for delegate selection.

Other conference workshops dealt with organizing, national legislation and AFL-CIO headquarters operations.

Taking part in the Seattle workshops were local union leaders from the states of Washington, Hawaii, Alaska, Oregon, Montana, Wyoming, Nevada and California.

The pattern of workshops and rallies was being repeated in Boston Feb. 3 and 4, with participants from Massachusetts, New Hampshire, Vermont, Maine, Rhode Island, Connecticut and Pennsylvania.

Iowa next

After that, participants from a seven-state region will be taking part in a Feb. 10-11 program in Des Moines, Iowa. Four other regional meetings will be held during March and April.

In Seattle, two busloads of workshop participants joined Kirkland on a picket line at the airport to demonstrate solidarity with striking Continental Airlines pilots, machinists and flight attendants.

The event focused public attention on Continental's abuse of the bankruptcy law to tear up collective bargaining agreements with the two AFL-CIO unions representing its employees.

Similar demonstrations were held in Chicago, Denver, New York and Washington, D.C. Labor's boycott will continue until Continental "decides to negotiate fairly," Kirkland said.

"This is no one-shot affair," he declared.

Senate urged to kill zero tariff system

A bill to renew the President's authority to allow the duty-free importation of certain products from developing countries was denounced by the AFL-CIO as "contrary to the interests of American workers."

The Generalized System of Preferences (GSP) under which the duties are eliminated has not fulfilled its goals and represents a "prime example of misguided government policies and practices" in the area of international trade and investment, Legislative Rep. Stephen Koplan told the Senate Subcommittee on International Trade.

"We believe the system should not be renewed," said Koplan, in testimony on an Administration bill introduced in the Senate by Sen. John Danforth (R-Mo.).

"In the more than nine years of its existence, GSP has provided pitifully little benefit to the majority of the less developed countries, and has contributed to the deterioration of U.S. industries and unemployment."

Koplan was accompanied by Mark Anderson, an economist in the federation's Dept. of Economic Research.

The GSP program was enacted in 1975 for a period of 10 years in response to a recommendation of the UN Conference on Trade & Development for aid to Third World countries from the world's major industrial nations. Its purpose was to help developing countries diversify their exports and increase their rate of economic growth.

Koplan noted that at present the GSP program grants special zero tariffs to some 3,000 categories of products imported from 140 countries and territories. Between 1976 and 1982, he said, the value of such imports rose from $3 billion to $8.5 billion and accounts for 4.9 percent of all U.S. non-petroleum imports.

GSP imports are heavily concentrated in industrial sectors such as minerals and metal products, machinery and equipment, and miscellaneous products—the very industries that are among America's most endangered and already suffering high levels of unemployment, Koplan observed.

Despite restrictions in the 1974 Trade Act on "import-sensitive articles" such as textiles and apparel, electronic articles, steel products, footwear, and glass, the GSP list of eligibles continues to allow a wide array of goods to enter the United States duty free, he said.

"We see no justification at a time when America is experiencing high levels of unemployment to allow GSP duty-free treatment for this kind of overseas production," Koplan said.

He noted that Taiwan, South Korea, and Hong Kong together accounted for almost half of all GSP imports last year, and the top 15 beneficiary developing countries accounted for 88 percent.

Marginal help

"The intended beneficiaries of GSP have not, in any real way, been helped," Koplan observed. "It is obvious that for the remaining 125 countries the benefits of GSP are marginal at best."

Koplan said it is hard to justify GSP benefits for Hong Kong, Taiwan, and South Korea. The U.S. trade deficit with the three countries topped $10 billion in 1982 and was heading considerably higher in 1983, he pointed out.

"It seems that these three countries crowd out less developed countries from GSP eligible product sales while contributing at the same time to the decline of U.S. industry," Koplan observed.

At the very least, if Congress does renew the GSP program, it should enact strong provisions concerning human and trade union rights, he said, declaring:

"A country should not be designated as a beneficiary developing country where these basic rights are restricted or denied."

ILGWU asks broad industrial policy

A national industrial policy must deal with the loss of jobs in labor-intensive industries as well as the shutdown of large capital-intensive plants, Ladies' Garment Workers President Sol C. Chaikin urged at House hearings.

The shutdown of a garment shop employing 40 people understandably doesn't get the media attention given to the closing of an industrial plant with 10,000 workers, Chaikin noted. Yet the losses add up, he emphasized in testimony to the House Subcommittee on Economic Stabilization.

While technological lag may be a factor in capital-intensive industries, the loss of some 700,000 garment industry jobs is the direct result of wage differentials, Chaikin declared.

U.S. garment workers are among the lowest-paid in manufacturing but they can't and shouldn't have to meet "the wages of poverty of third-world countries," he insisted.

In this case, he urged, industrial policy must focus on trade solutions based on "market-sharing on a global basis."

Such a policy "would assist developing countries," Chaikin contended, while recognizing that "the primary obligation of any nation is its own people—a fact that is recognized by every nation in the world except our own."

Lawrence L. Dugan, Jr., of the Operating Engineers and Frank X. Lunney of the Steelworkers at the ILO mining industry conference in Geneva.

ILO mining parley affirms basic rights of trade unionists

Geneva — Employer and government delegates joined trade unionists at a 22-nation International Labor Organization conference in affirming the importance of freedom of association and collective bargaining for the "promotion of good industrial relations" in the mining industry.

The unanimous recognition that trade union rights are a "basic prerequisite for the smooth functioning of any industrial relations system" was hailed by the worker members of the U.S. delegation as a key development at the ten-day session.

Lawrence L. Dugan, Jr., vice president of the Operating Engineers, and Frank X. Lunney, international affairs director of the Steelworkers, formed the AFL-CIO team at the conference that dealt with all mines except coal. A separate ILO industrial committee deals with coal mines.

Dugan commented that the mining session proved to be an "eye-opener" because of what he said was "the more enlightened attitude shown by the employer delegates toward the workers than that which we find among employers in our own country."

Lunney welcomed the employers' recognition of their obligation under the ILO's constitution and conventions, which are international treaties, that "workers have the right to organize, to be free of all pressure, to bargain collectively and to strike."

The agreements on the rights of workers were spelled out in the conclusions drafted by a subcommittee on which Lunney spoke for the worker delegates.

Unanimously adopted by the conference itself, the accords included what Lunney termed the "particularly significant" recommendation that governments refrain from interfering in the collective bargaining process between workers and employers.

The conclusions on workers' rights and those reached by a second subcommittee, also approved unanimously by the conference, were forwarded to the ILO Governing Body for follow-up action.

Dugan, who served on the health and safety subcommittee, said that "everyone came out of this meeting in very good shape."

"I am hopeful," he said, "that workers the world over will derive a lot of benefit from it eventually."

The conference noted that progress had been achieved in the prevention of occupational hazards and diseases, but it warned that "numerous problems remain." These require action at the local, national and international levels to "ensure the protection of the life and health of workers," it said.

Union officials named to benefit plan posts

New Orleans—Frank Parker, secretary-treasurer emeritus of the Retail, Wholesale & Dept. Store Union, was elected president and board chairman of the International Foundation of Employee Benefit Plans.

Elected treasurer was John E. Boyd, a vice president of the Food & Commercial Workers who is also secretary-treasurer and chief executive officer of UFCW Local 546 in Chicago.

Newly elected board directors include Graphic Communications Union Vice President John M. Greer and L. Rex Brasell, business manager of Plumbers & Pipefitters Local 412 in Albuquerque, N.M.

Coalition urges ban

Labor presses drive to outlaw use of EDB

By Arlee C. Green

The AFL-CIO, along with environmental and consumer groups, is pressing the Environmental Protection Agency to ban the sale and use of ethylene dibromide (EDB) a cancer-causing chemical that has been detected in food products made from grain.

The AFL-CIO was joined by the Natural Resources Defense Council, Consumers Union, and the California Agrarian Action Project, in urging EPA Administrator William D. Ruckelshaus to act promptly on the ban. The coalition stressed that EPA's "duty is clear" and that permitting residues of the chemical to remain in food with the approval of the federal government would be both "unprecedented and illegal."

EDB is a highly toxic pesticide which has been used as a fumigant on certain fruits, nuts and grains, as well as a spot fumigant on grain and flour milling machinery. The federal government has known since 1974 that EDB is a carcinogen and it later found it to be a mutagen, causing a variety of reproductive problems.

Industry impact

In 1980, EPA was set to ban the use of the chemical, but after a series of meetings with industry officials, during the first year of the Reagan Administration, all action on banning the carcinogen ceased. After EDB was found in a variety of grain processed food products and in the water supplies in Florida, the EPA acted to ban only EDB's use as a soil fumigant.

The AFL-CIO letter to Ruckelshaus outlined a plan for "effectively and expeditiously (acting) to both regain the public trust and protect its health in this emergency."

Besides the ban on the sale of EDB and the use of current stockpiles, the letter recommended:

- Instituting a comprehensive testing program of both raw agricultural and grain products and of finished foods to determine the presence of EDB residues in all applicable products.
- Rescinding immediately the 1956 exemption granted for EDB from the federal residue tolerance requirements and establishing levels for EDB in grain, citrus and other products.
- Immediately rescinding the tolerance level of 1 part per billion set on Mar. 31, 1981, for EDB in soybeans. (An internal agency memo reportedly questioned this level as being too high, as soybean extract is used in infant formulas.)
- Investigating and reporting to the public why the 1956 exemption for EDB was left in effect even though the EPA had known since February 1981 that EDB residues were showing up in food, and why it took the agency 10 years to adopt a final regulatory position on this "dangerous chemical."

Last September, the agency suspended EDB's use as a soil fumigant for agricultural crops. The cancellation also covered EDB's use on grain and grain milling machinery, and it phased in a cessation of the chemical's use on citrus.

Citrus growers, EDB manufacturers and the Dept. of Agriculture have challenged the EPA orders in court.

Added foot-dragging

Under Reagan, the Occupational Safety & Health Administration also has been accused of foot-dragging on EDB. After two years of prodding, it only recently proposed protection for workers exposed to the chemical, and then just before a congressional hearing into the agency's inaction. In 1981, the AFL-CIO and the unaffiliated Teamsters petitioned OSHA for an emergency standard to protect workers. The agency denied the petition.

The AFL-CIO Food & Allied Service Trades Dept., representing some 45,000 grain elevator and mill workers, has also pressed EPA to take action. FAST President Robert F. Harbrant recently met with Ruckelshaus and received assurances the agency would act soon.

Industry representatives who had met with Ruckelshaus and other government officials earlier in January concluded "that a suspension was only a remote possibility," according to the United Fresh Fruit & Vegetable Association's newsletter.

A recent food association study of EDB reported measuring residues as high as 26,000 parts per billion on corn coming into a mill. This contrasts with actions by Florida to remove from grocery shelves food products with levels above 1 ppb.

Human guinea pigs

FAST safety specialist Deborah Berkowitz testified at a House subcommittee oversight hearing on toxic substances that "the grain elevator and mill workers we represent are the true guinea pigs of the use of EDB in the food industry. For they are the people who must grade grain by sticking their noses into samples of fumigated grain to smell for mold . . . and they are the workers who can smell EDB for days in their workplaces following machinery fumigation — though the odor threshold for EDB is estimated to be 100 to 200 times higher than recommended safe levels."

At that hearing, EPA Assistant Administrator John Moore, questioned about why the agency had failed to take action on the pesticide, replied: "I honestly don't know."

Studies Center calendar for February, March

The George Meany Center will offer 11 labor studies institutes during February and March. The schedule:

Computers for Local Unions, Feb. 5-9 and Mar. 18-22—Survey courses for unions thinking of buying a computer for upgrading their present system. Intended for officers as an introduction to mini-computers before making purchases. No prior knowledge of computers is expected of participants.

Organizing Techniques I, Feb. 12-17—A review of the elements of successful union organizing campaigns, including targeting, picking in-plant committees, making house calls and selecting winning issues. The course will cover responses to anti-union techniques used by employers.

Newswriting & Editing, Feb. 12-17—A workshop on how to make union publications more readable, more credible and more useful to members. Classes focus on newswriting, feature writing, headline writing, photo editing, layout and makeup.

Labor Law, Feb. 26-Mar. 2—A review of laws regulating unions, including internal union affairs, organizing, bargaining, the duty of fair representation, equal opportunity and pensions.

Advanced Arbitration Techniques, Mar. 4-9—A training session on grievance arbitration with special exercises on examination and cross examination of witnesses, and in the preparation of briefs.

Advanced Organizing Techniques, Mar. 5-15—A two-week workshop cosponsored by the AFL-CIO Dept. of Organization & Field Services, which selects the participants. Organizers who supervise and direct organizing staffs have priority.

Arbitration Techniques I: Preparation and Presentation, Mar. 18-23—An institute on the presentation of mock cases before professional arbitrators. The exercises are video taped for self-criticism.

Unions and the Future, Mar. 25-27—A two-way seminar to help union officers better understand the outlook of business and government leaders, prepare members for expected developments and assess the conflicting scenarios of leading forecasters.

Stress as a Union Issue, Mar. 28-29—An informal workshop on the causes and consequences of job stress, union responses and related health issues, including alcoholism and drug abuse.

An institute for building trades business agents will be held at the University of Oregon, Eugene, Mar. 11-16 in cooperation with the Building & Construction Trades Dept. It will cover labor law for the construction trades, the BCTD legislative program, the use of computers and pension fund investments.

Unions using the George Meany Center campus during February for their own staff training programs are: State, County & Municipal Employees, Feb. 5-10; Communications Workers, Feb. 5-17; Amalgamated Transit Union, Feb. 5-10; Newspaper Guild, Feb. 17-24; Chemical Workers, Feb. 21-24; CWA Local 2350, Feb. 23 & 24; Flight Attendants, Feb. 26-Mar. 2, and Operating Engineers, Feb. 26-Mar. 2.

The American Institute for Free Labor Development will have a class of Spanish-speaking trade union leaders from Latin America on campus until Feb. 22.

More information on these and other labor studies is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903, telephone 301/431-6400.

EDITORIALS

Staying the Course

AN EARLIER Congress, which took office at the start of the Reagan presidency, launched this nation on a disastrous economic course by taking the President's budget proposals seriously and passing his program almost intact.

The result was a witches' brew of extravagent tax cuts for the wealthy, sharp reductions in programs which helped the poor, and a rapid escalation of defense spending without provisions to pay the cost.

Congress was told in Mr. Reagan's first budget message that, by some mysterious alchemy, this was to lead to a balanced budget by the year 1984.

Instead, of course, we had the most devastating recession in 50 years and a succession of deficits that have come close to $200 billion a year.

By the President's account, the country is now in the midst of a booming recovery—what he terms "a new springtime of hope for America," even though unemployment is projected to remain above its pre-Reagan level.

Still the deficits continue. And the arithmetic of the budget projects high deficits year after year.

MAYBE AFTER his re-election, we should do something about it, Mr. Reagan's budget message suggests. But meanwhile, the President insists, please don't tamper with his tax relief for the rich.

David Stockman, the director of the Office of Management & Budget, spoke much more frankly at a press briefing the other day.

Next year, he said, "there are going to be some tough bullets to bite," suggesting the inevitability of some sort of rollback in the deficit-breeding round of tax cuts.

But it wouldn't make political sense, Stockman suggested, for the Administration to tell the American people how it intended to deal with the deficit. That would be foolhardy in an election year.

By sending a budget to Capitol Hill, President Reagan has complied with the technical requirements of the law. But has he really complied with its spirit?

The fact remains that the President chose to duck the hard decisions and ignore an economy-threatening deficit in order to mouth platitudes in a re-election campaign.

That's just plain irresponsible.

An earlier Congress acted irresponsibly by giving Mr. Reagan what he asked for. This Congress can at least make a start toward undoing the damage.

Dealing from the Bottom

WE ARE HERE to express the solidarity of the entire American labor movement with our brothers and sisters who are the victims of calculated cruelty and treachery by their employer, Continental Airlines.

This is a company that deals from the bottom of the deck.

This is a company that says, "We won't keep our word. We won't honor our agreements."

The Air Line Pilots and the Machinists have the support of every union in the AFL-CIO and those of our brother and sister trade unionists in all of the nations of the free world, wherever Continental flies.

That support will continue, and it will grow and intensify, until Continental learns that business does not prosper on greed alone, and decides to negotiate fairly with the unions representing its employees.

This is a fight for airline safety, for ethical business practices and justice and decency toward the public, as well as toward workers.

—From remarks by AFL-CIO President Lane Kirkland at the Seattle airport, Jan. 27, 1984.

'Wanna Bet?'

Washington Window

Hunger abounds in U.S. despite Reagan cover-up

By Press Associates, Inc.

President Reagan was "perplexed" about reports of hunger in America. So he stacked a commission to look into the situation and to no one's surprise, the panel reported it was unable to document "rampant" hunger.

One must wonder where the panel looked because Sen. Edward M. Kennedy (D-Mass.) had no trouble finding widespread hunger problems during field hearings in five areas around the nation. From the mouths of hunger victims, this is a sample of what he heard:

• Ron Hegedus, a laid-off Steelworker in Pittsburgh, supports himself and his four children on $180 weekly in jobless benefits and $79 monthly in food stamp benefits. He fell behind on his mortgage payments and faces losing his house. He has trouble buying enough food for his children and relies on the Steelworkers Unemployed Charitable Trust for extra food.

• Michael Kelly, a 17-year Marine Corp veteran in Oakland, Calif., lost his job as an X-ray technician in 1982. Since then, he has lived on the street and "underneath the freeway."

Growing food lines

Unable to find work, Kelly said, "I started eating at the Salvation Army in Oakland about a year ago and the lines were fairly small . . . now they are longer and longer. Some days they're two blocks long."

• Ruth Rice, 67, receives $365 a month in Social Security benefits and pays $225 a month in rent on an efficiency in Minneapolis. Last year, she ate only one meal a day and was subsequently hospitalized with nutrition-related health problems. She now eats dinner four nights a week in a local church soup kitchen. "Not in my whole life did I think I would be like this," said Rice.

• Leroy Madison is unemployed after six years of work in a southeastern Kentucky coal mine. He works off his $50 monthly rent by doing odd jobs for his landlord, and the family's only income is $100 a month in food stamps, which he says runs out after three weeks. His pregnant wife receives only sporadic prenatal treatment at a clinic and, with no medical insurance, they don't know how they will pay for the delivery.

• Charles Davis of Detroit was laid off from Chrysler in 1979 and his wife also is unemployed. Their total monthly income is $70 in food stamps. "I've been living in the state of Michigan since 1947 and I have never in my life seen such a damn mess. . . . People going hungry, people on the streets standing in food lines," he said.

These personal stories were multiplied by hundreds of thousands in the testimony of those who run emergency food and shelter programs and who work in pediatric clinics and with the elderly.

Barbara Freyenberger, head pediatric nurse in the Hazard, Ky., Appalachian Hospital, reported an increasing number of infants failing to thrive, so underweight that they "look like tired little old men."

Dr. Silas Norman of the Detroit Receiving Hospital, which serves a large number of poor in the city, described his patients: "A family of three sitting in the examination room . . . seriously discussing whether or not they will have cereal or hot dogs and beans for dinner . . . each of them ill."

Emergency food programs in the five areas reported increases in requests for help ranging from 75 to 400 percent over the last three years. And those working in the programs consistently reported a massive influx of the "new poor"—intact families whose providers were employed and financially stable before the Reagan Recession.

All the expert witnesses linked hunger and nutrition-related health problems to the Reagan Recession, with its soaring unemployment and simultaneous cuts in federal nutrition and other programs for the needy.

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LEGISLATIVE ALERT!

Not To Be Believed

The State of the Union Speech: There He Goes Again!

President Reagan told a joint session of Congress that the state of the union is great, and getting better all the time. No doubt that's true in the circles he travels in. But for those who have been paying the price of Reaganomics (including the 4.2 million people who lost their jobs during the Reagan recession), Reagan presented a distorted picture of the state of the union.

Below are quotes from the President's speech, with notations that point out inaccuracies and misstatements.

Once again, in keeping with time-honored tradition, I have come to report to you on the state of the Union. I am pleased to report that America is much improved

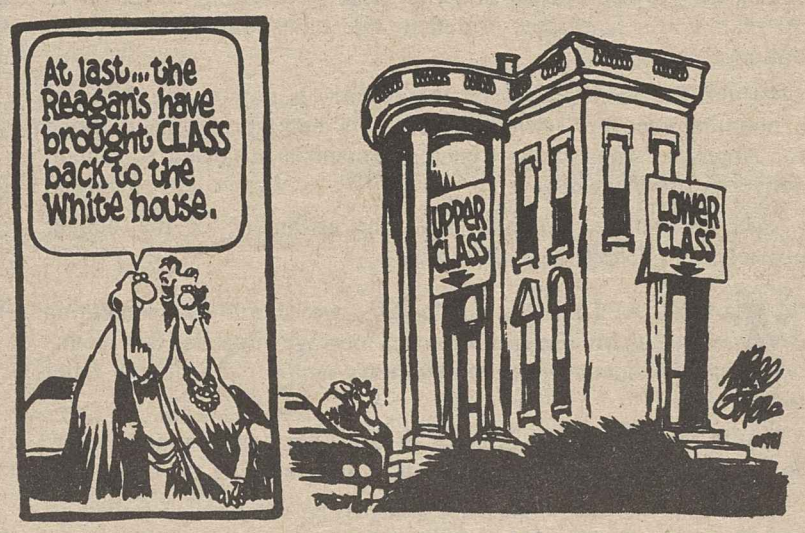
UNEMPLOYMENT:
pre-Reagan: 7.0%
December 1982: 10.8%
December 1983: 8.2%
This is improvement?

Americans were ready to make a new beginning, and together we have done it. We are confronting our problems one by one.

Not so. Reagan did not "confront" the recession; he let it linger for 18 months, and threatened to veto jobs legislation.

Today, a working family earning $25,000 has $1,100 more in purchasing power than if tax and inflation rates were still at 1980 levels. Real after-tax income increased 5 percent last year.

Wrong again. In constant dollars, average weekly earnings have dropped since 1980. And Reagan's 5% increase fails to account for state and local tax hikes caused by his slashing of aid to the states.



--Mike Peters, Dayton Daily News

And economic deregulation of key industries like transportation has offered more choices to consumers and new chances for entrepreneurs and protecting safety.

Deregulation also means job losses, higher fares.
"Chances" for safety?
23% fewer aviation inspectors under Reagan cuts. Continental was flying a jet with a cracked fuselage.
And air traffic controller error nearly caused a mid-air collision of two PanAm jumbo jets. See Jan. 30 Newsweek.

In 1983, women filled 73 percent of all new jobs in managerial, professional and technical fields.

Reagan overstates women's advances. Many of the "managerial + professional" jobs are in teaching and nursing, where women have traditionally outnumbered men. "Technical" fields include low-paid sales clerk + office positions; median income $287 per week.

But we know many of our fellow countrymen are still out of work, wondering what will come of their hopes and dreams. Can we love America and not reach out to tell them: you are not forgotten;

But the fact is: Reagan has threatened to veto jobs bills, health care for the jobless, and mortgage foreclosure relief.
And because of Reagan trade policies, in 1983 imports to the U.S. were $69 billion greater than exports, causing loss of millions of jobs.

Simple fairness dictates government must not raise taxes on families struggling to pay their bills.

So why has Reagan asked Congress for new taxes on your health care benefits?

I will continue to press for tuition tax credits to expand opportunities for families

--for families who can afford private schools.
Public education has suffered a 20% budget cut under Reagan.
Subsidizing private schools with tuition tax credits would undermine public schools.

Fear is expressed that government borrowing to fund the deficit could inhibit the economic recovery by taking capital needed for business and industrial expansion.

DEFICITS:
Carter average: $48 billion per year
Ford average: $56 billion per year
Reagan: $111 billion in FY 1982
$195 billion in FY 1983
--New Reagan budget projects $180 billion deficits through 1987.
Reagan's election-year economic recovery is being paid for with money borrowed against the future.

Help us to free enterprise by permitting debate and voting "yes" on our proposal for enterprise zones in America.

"Enterprise zones" plan would give corporations more tax cuts. Would not create new jobs but only rearrange unemployment.

In the budget I will submit on Feb. 1, I will recommend measures that will reduce the deficit over the next five years.

Here's how the Reagan budget would cut the deficit:
—NOT by reversing the tax cuts for the wealthy that caused the big deficits;
—Instead, Reagan wants to cut the pensions of federal civilian + military retirees by $700 million.
—Also tax your health insurance.
—And increase patients' fees for Medicare.

We will carry on the tradition of a good and worthy people who have brought light where there was darkness, warmth where there was cold, medicines where there was disease, food where there was hunger and peace where there was only bloodshed.

Reagan has cut school programs and college loans + grants by 20%
Reagan speeded oil price decontrol, costing consumers $12 billion. Low-income fuel assistance program was cut.
School lunch program cut 29%.
We're crossing our fingers.
Medicaid cut by $1 billion. Local health screening, immunization: veto threat.

REAGAN'S LEGISLATIVE PRESCRIPTION: YOU PAY MORE IN 1984
—(and just wait 'til '85!)

There's no free lunch. Welfare for the rich has a price--and under President Reagan's proposals to Congress, you would pay:

• **NEW TAXES ON YOUR HEALTH INSURANCE** -- The President says he opposes new taxes, but makes an exception for working people. Insurance premiums paid by your employer above $70/month for individuals or $175/month for family coverage would be considered taxable income on your return. About 30 million people would face higher taxes or reduced benefits.

• **TAX OVERHAUL: MORE BREAKS FOR THE RICH** -- President Reagan has asked his Treasury Secretary for a report (to be delivered after the 1984 election) on various ways to overhaul the federal tax code. Ideas mentioned by Treasury officials include:

--The flat tax. All would pay the same tax rate, millionaires and low-wage workers. This would cause a major shift in the tax burden from the rich to middle-and low-income taxpayers, a Treasury official admits. That's why it's a Reagan favorite.

--The value-added tax (VAT), basically a national sales tax. Those who spend their income on the necessities of life would pay the most.

--The consumed-income tax, which the Administration says would encourage savings because only income that is spent would be taxable. Again, those who spend most of their small incomes on necessities would be taxed the most.

• **HIGHER ENERGY BILLS** -- One of President Reagan's first executive orders was to speed oil price decontrol. This cost consumers billions of dollars. Reagan also favors natural gas decontrol, but he cannot do this without Congressional approval. If Reagan gets his way, your gas bills could jump by 67 percent.

• **HIGHER TELEPHONE BILLS** -- The Reagan Administration lobbied in favor of telephone "access" charges -- fees of up to $10 per month by 1990 for access to long-distance lines. These charges have been postponed but not prohibited.

President Reagan says his program helps everyone. But it didn't help the millions of workers who were laid off during the Reagan recession. And even those who managed to keep their jobs have suffered a decline in wages, adjusted for inflation, since 1980.

Labor Dept. double standard aids union-busters

By David L. Perlman

The Labor Dept. isn't enforcing the reporting and disclosure requirements of the Landrum-Griffin Act against union-busting consultants and the employers who hire them.

In testimony before the House Subcommittee on Labor-Management Relations, union organizers and attorneys told of a pervasive pattern of government indifference to flagrant management violations of Landrum-Griffin reporting requirements.

The law requires reports from persons hired by employers to "persuade" workers on the issue of union representation or to supply an employer with information about union activities in the workplace. But under the Reagan Administration, the subcommittee was told, the requirement is rarely enforced.

By contrast, the labor representatives testified, unions are being held to strict account and scofflaw management consultants regularly use detailed financial reports required of labor organizations as ammunition in organizing campaigns.

Enforcement decline

A report prepared by the subcommittee staff documented the massive switch in Labor Dept. emphasis and resources after the change of administrations. It revealed a sharp dropoff in enforcement actions against management coupled with greatly expanded investigations and audits of unions. **(Story, Page 3.)**

Subcommittee Chairman William L. Clay (D-Mo.) said the report clearly showed selective enforcement of federal labor law by the Administration. He charged that the Labor Dept.'s enforcement policy undermines the "even-handed" approach intended by Congress.

Charles McDonald, who edits the AFL-CIO's periodic Report on Union-Busters, testified to the proliferation of management consultants who sell their expertise at defeating union organizing drives or getting unions decertified. Their activity has contributed to an "incredible increase" in illegal discharges of union supporters, he testified.

A federation survey of 224 organizing campaigns in 1982-83 found that outside consultants were directing management strategy in 70 percent of the cases, McDonald said. He counted as consultants lawyers who serve as "architects" of anti-union campaigns but not those who function merely as legal advisers to employers in dealing with the National Labor Relations Board or interpretations of labor law.

After the election, too

McDonald, who is executive assistant to Organization & Field Services Director Alan Kistler, told the subcommittee that consultants have also been used to thwart a collective bargaining agreement after workers have voted for union representation.

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MEMO FROM COPE
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Kirkland demands emergency curbs on EDB exposure

By Arlee C. Green

The AFL-CIO called for an emergency federal standard to sharply reduce workers' exposure to the toxic pesticide ethylene dibromide (EDB).

Federation President Lane Kirkland pointed out in a message to Labor Sec. Raymond Donovan that the current exposure limit for the cancer-causing chemical is 200 times higher than levels now deemed safe for consumers. Kirkland said "that discrepancy must be corrected.'

The AFL-CIO along with its Food & Allied Service Trades Dept. and the Grain Millers petitioned Donovan to have the Occupational Safety & Health Administration issue an emergency standard immediately. OSHA denied a similar petition in 1981.

Banned by EPA

The petitions for OSHA action are keying on the Environmental Protection Agency's Feb. 3 ban on EDB's use on stored grain and on grain milling machinery and its guidelines setting acceptable residue levels.

The federation's petition calls for a reduction in exposure levels to 45 parts of EDB per billion parts of air (45 ppb) over an eight-hour work shift, with a ceiling of 100 ppb for short-term exposures. The current standard allows an exposure level of 20,000 ppb, and OSHA's recently proposed revision set a 100 ppb level.

The federation asked that the emergency standard include work practice controls to assure that no worker is overexposed to EDB and provide for medical surveillance, training and the use of appropriate respirators.

EDB is a highly toxic, colorless, sweet-smelling pesticide which has been used as a fumigant on certain fruits, nuts and grains, as well as a spot fumigant on grain milling machinery. The chemical was proven to be a carcinogen nearly a decade ago and was later found to be mutagen, causing a variety of reproductive problems.

The AFL-CIO also called on OSHA to issue an emergency standard on methyl bromide which has been substituted for EDB in the milling industry. The federation's petition said such a standard should be aimed at "establishing safe work practices so that no worker re-enters a fumigated mill or handles treated citrus until exposure levels are below the current OSHA standard" of 20,000 parts per billion.

An emergency standard "must contain requirements on monitoring, appropriate emergency respiratory protections and a training/education component," the federation stressed. It said methyl bromide can cause chronic damage to the central nervous system and to the kidneys.

Wide use of the chemical in the milling industry and on citrus products will expose over 150,000 workers to this chemical, the petition said. OSHA's current exposure limit alone "will not provide the necessary worker protection to prevent undue risk resulting from the wide usage of exposure to this toxic pesticide."

Continued on Page 6

Members of Central America commission testify at Senate hearings. With Lane Kirkland are Henry Kissinger and, at left, Carlos F. Diaz-Alejandro.

House ties El Salvador aid to progress on civil rights

The House voted overwhelmingly for a labor-supported bill that would renew a requirement of past law that military aid to El Salvador be conditioned on that nation's progress in improving its human rights record and achieving democratic reforms.

It is identical to a bill that President Reagan had pocket-vetoed after the first session of Congress adjourned last November.

As the House acted, AFL-CIO President Lane Kirkland was testifying before the Senate Foreign Relations Committee along with former Sec. of State Henry Kissinger, who chaired the National Bipartisan Commission on Central America.

Kirkland, who was a member of the commission, testified in support of the recommendations for a five-year program of economic aid for Central America and for military support for El Salvador that would be made contingent on "demonstrated progress" toward basic freedoms, a crackdown on the right-wing death squads and "vigorous action" against those guilty of crimes.

In response to questions, Kirkland told the committee he disagreed with Reagan's veto and "cannot support military aid" that is not conditioned on human rights progress.

"I have not been satisfied with the behavior of the authorities in El Salvador, and have not for the past year supported

Continued on Page 3

Reagan advisers cite deficit dangers

The report of President Reagan's Council of Economic Advisers placed the blame for continuing high interest rates and the record U.S. trade imbalance squarely on the Administration's huge federal budget deficits.

The CEA report, a 343-page book that accompanied Reagan's economic message to Congress, brought into focus the sharp differences separating the rosy views of Reagan and his political aides from the more realistic assessment of his top economic advisers.

In his brief economic message to Congress, Reagan said he was "very optimistic about the prospects for the American economy" and that continuation of his policies would lead to "unprecedented prosperity and economic security" for the American people.

In contrast, the CEA report—largely the work of Council Chairman Martin Feldstein—warned that budgets deficits at the projected level of $180 billion a year already are distorting the economy. Even the cost of carrying the deficit—the interest the government pays on its bonds—is cancelling out the savings from federal spending cuts that the Administration has won from Congress since taking office, Feldstein pointed out.

In other areas, the CEA report reflects the frank economic analysis that brought down White House criticism on Feldstein last fall. One table, for example, traces the mounting budget deficits to the huge tax cuts for business and wealthy individuals, pushed through Congress by Reagan in the first year of his term, along with heavy increases for military spending while spending is reduced for non-defense programs.

The CEA called for large reductions in the size of the deficits as soon as possible. Its report noted that Administration projections imply that the budget deficit will remain roughly $200 billion a year for the rest of the decade unless there is legislative action to reduce spending or raise revenue.

"Deficits of that size would represent a serious potential threat to the health of the American economy in the second half

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2/11/84

Industrial decline laid to government policies

A study prepared for nine of the nation's largest industrial corporations blames the decline of American manufacturing on U.S. trade policies, an over-valued dollar, high capital costs, and government neglect.

The study by Data Resources, Inc., concludes that the American economy cannot remain strong unless its manufacturing industries are healthy and growing.

The report charges that manufacturing industries have suffered from national economic policies which have been "insensitive to their needs." It also charges that the government "stood idly by" as industries in other countries took advantage of easy entry into the United States.

Economist Otto Eckstein, the principal author of the study, called for steps to reduce the value of the dollar in foreign exchange. He said tax reforms should be made to eliminate a preference for non-industrial investments.

The strongest evidence of an accelerating decline for U.S. manufacturers is the growing international trade deficit, which is expected to approach $100-$110 billion this year at a cost of up to 2 million American jobs.

The report was prepared for American Telephone & Telegraph Co., Bethlehem Steel Corp., Burlington Industries, Inc., E. I. du Pont de Nemours & Co., Eastman Kodak Co., Ford Motor Co., Goodyear Tire & Rubber Co., Deere & Co. and Texaco, Inc.

Eckstein, the head of Data Resources, Inc., and a former member of the Council of Economic Advisers under President Johnson, said the study provides the most significant evidence so far that the United States is deindustrializing.

Federal decisions

Tax and regulatory policies have diverted the country's savings from productive industrial investment, and industry has had little voice in critical government decisions on budget deficits, interest rates and exchange rates, the study charged.

"While other nations aggressively promoted the development of their industries, the United States made no serious effort to assure that this worldwide thrust of industrial development would occur in an environment of free trade and competition.

"In its international trade policies, the U.S. government placed our economic interests second to political goals."

The study listed five steps to be taken to promote a healthier development of U.S. manufacturing in the years ahead:

- Reduce the cost of industrial capital. Bring about lower interest rates by controlling federal budget deficits; eliminate or reduce preferential financing of non-industrial investments; provide easier access to long-term debt capital for investment.
- Lower the exchange rate of the dollar to a level more consistent with relative cost positions. "Lower interest rates made possible by a smaller budget deficit would go far to achieve this goal."
- Develop trade policies to open world markets to U.S. goods, particularly in Japan and in newly industralized countries. "The federal government should put a greater emphasis on economic as opposed to political goals."
- Preserve the American lead in high technology industries.
- Establish monetary and fiscal policies to achieve a more stable and sustainable pattern of economic growth.

The report noted that the Reagan Recession accelerated the decline of U.S. manufacturing industries. Production and employment in some industries has shrunk one-third from earlier levels, it pointed out.

Spreading problems

"Resultant unemployment has created profound economic problems for families and communities. A regional disparity in economic opportunities not seen in four decades has developed," the study observed.

"If we follow the path of the last two decades, with an exchange rate that makes our goods noncompetitive, an economy that disrupts industrial capital formation every few years, a cost of industrial capital far higher than Japan's, and industrial trade policies that sacrifice our industries for the benefit of industries of our allies, the outlook for all U.S. industries is clouded, and particularly grim for our older industries."

Bid to lift tariffs for Israel opposed as threat to jobs

The AFL-CIO asked the Senate Finance Committee not to approve an Administration proposal for a tariff-free trade relationship with Israel.

Legislative Rep. Stephen Koplan testified to American labor's strong and continuing support for Israel as "the only democratic state in the Middle East and a strategic ally" of the United States.

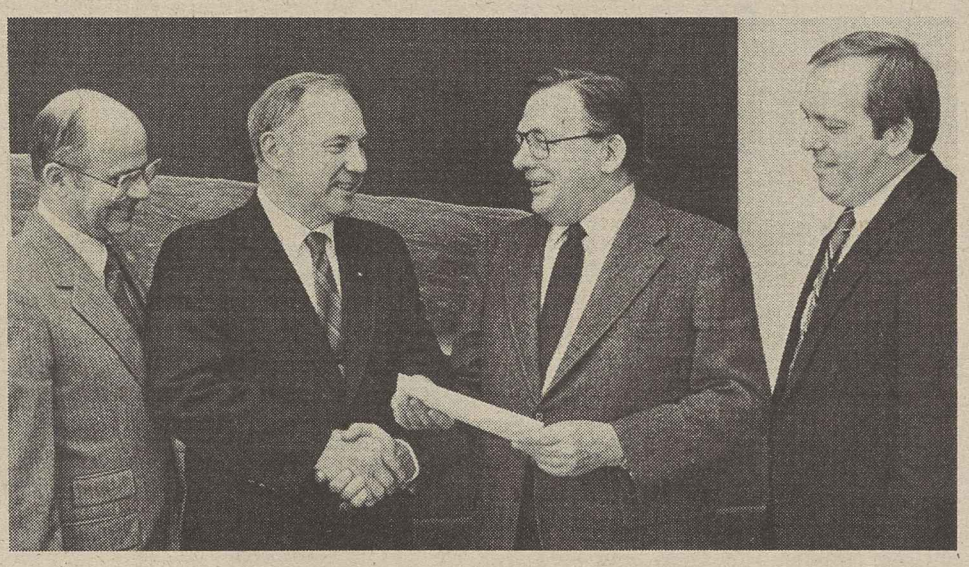
But he stressed that trade-free zones anywhere in the world threaten jobs of U.S. workers. Too many Americans have already paid with their jobs "for trade and economic policies that have resulted in decreasing exports and an ever-rising flood of imports."

Koplan noted that under international agreement, a free-trade arrangement must cover "substantially all trade" between the parties, thus precluding exemptions for import-sensitive products that have been included in other tariff concessions made by the United States.

Israel already enjoys privileged access to U.S. markets through its participation in the Generalized System of Preferences, Koplan noted. But if restraints on import-sensitive products were listed, the broad variety of Israeli manufactured goods—including such sophisticated products as medical equipment and engine parts—would be competing with U.S. goods in the vast American market. A comparable acceptance of U.S. goods by Israel would necessarily be on a much smaller scale, Koplan noted.

He told the committee that the close relationship of the AFL-CIO with Israel and with its trade union federation, Histadrut, "has made our opposition to a U.S.-Israeli free-trade area particularly difficult."

But an economically weakened United States is not in Israel's interest either, he insisted. An industrially strong America is in "the mutual benefit of the two countries."



Lane Kirkland presents checks for George Meany Awards program to Boy Scouts of America officials Glenn Pannell, left, and Julian Dyke. FAST President Robert Harbrant, right, heads the labor advisory committee to BSA.

UAW opens drive to expose abuses by General Dynamics

The Auto Workers branded General Dynamics Corp. the nation's "premier symbol of the arrogance of corporate power" and pledged to "shake the corporate empire" of the huge defense contractor with a nationwide publicity effort to expose its "greed and abuse."

UAW President Owen Bieber told reporters at a Washington news conference that the union will mount a campaign to make public the company's "failure to comply with accepted principles of law, justice and common decency" and to expose its "anti-labor and anti-taxpayer behavior."

Bieber charged the company with "grossly irresponsible conduct" during the long strike at its Electric Boat Division in Groton, Conn., with "needless endangerment" of workers' lives at its facilities, and with "massive ripoffs" of taxpayers in its defense contracting practices.

He said the UAW's program to expose the St. Louis-based company's "pattern of abuses" and "lawlessness" will be modeled on the campaign organized by the AFL-CIO Industrial Union Dept. and a group of affiliates to call public attention to anti-labor policies of Litton Industries, Inc., also a major defense contractor. That effort led to formation of a joint labor-management panel to explore the union charges.

Bieber said the 2,200 draftsmen, designers and technical workers on strike at Electric Boat since June 9 had been willing to head off a walkout by accepting terms of a three-year agreement proposed earlier by the company. The settlement would have provided only cost-of-living adjustments.

But management rejected the offer and provoked the walkout by the members of Local 571, and has refused to accept the union's proposal to submit the dispute to binding arbitration, Bieber explained.

He said Electric Boat has hired about 300 strikebreakers to work in the facility "at premium rates," and he pointed to statements by a company official indicating that the firm is unconcerned about extra costs because it can pass on the charges to the federal government as "material" on a cost-plus basis.

Bieber charged that Electric Boat "could be reaping a small bonanza at the taxpayers' expense by prolonging the walkout." Electric Boat builds submarines under a contract with the Navy.

The UAW also charged General Dynamics with "gouging" in such practices as charging the Air Force $9,600 apiece for Allen wrenches worth about 12 cents and billing for three-inch pieces of wire, worth less than 3 cents, at $7,417.

The UAW president also sharply critisized the company's safety and health record, pointing out that two worker deaths at General Dynamics facilities in the past year could both have been avoided.

White-collar unions in merger talks

Merger talks are set to start this month between the 135,000-member Office & Professional Employees and the 30,000-member Professional & Technical Engineers.

OPEIU President John Kelly and IFPTE President Rodney A. Bower said in a joint statement that the unions are being brought together not only by a "similar history," but also by "the overwhelming need to organize the unorganized white-collar sector."

The unions announced plans to start formal merger talks following a meeting with AFL-CIO President Lane Kirkland. Informal discussions had been going on for several years, and their success led to the decision to begin a formal merger process, they said. The executive boards of both organizations voted to go ahead with the talks.

Bower and Kelly said the first meeting in late February will be used to map an agenda for future action.

They observed that if merger occurs it will create "the largest white collar union in the United States and Canada."

In their statement, the union presidents called the burgeoning white-collar workforce "a new frontier for organized labor." Changing technology, and other social and economic factors, have led to a "sizable" continuing increase in the number of white-collar workers in both the United States and Canada, they stressed.

Meany award for scouting honors 800 in first decade

The AFL-CIO's George Meany Award for Voluntary Service in Scouting has been presented to more than 800 labor volunteers since its inception a decade ago.

Labor's highest recognition for union members' service to youth through the Boy Scouts of America recently received a $3,000 boost from a joint contribution by the AFL-CIO, the Carpenters and the Electrical Workers.

Union members are eligible for the Meany award upon recommendation of their local or state central body. The criteria include the extent to which the candidate has worked to bring scouting to youth in the community, the assistance provided in recruiting scoutmasters and other key volunteers from the labor movement, and other scouting contributions.

Robert F. Harbrant, chairman of the national labor advisory committee to the BSA and president of the AFL-CIO Food & Allied Service Trades Dept., said George Meany's love of country "is symbolized in this recognition given to those union members who exemplify his devotion to America's greatness."

Presented annually, only one award is allowed for each local or state labor council. The central body makes the final selection and submits the name to the local scouting council for verification of membership as a registered Scouter.

Continuing efforts hailed for merger of printing unions

Preliminary discussions on the prospects for merger of the Graphic Communications International Union and the International Typographical Union drew the praise of AFL-CIO President Lane Kirkland, who expressed the hope that more detailed talks will be forthcoming.

In a letter to GCIU President Kenneth J. Brown, Kirkland said the September deadline suggested by Brown for a merger agreement is "reasonable and encouraging" as it would permit conventions of both unions to act on the proposal in 1984.

Kirkland noted that the GCIU board already has given unanimous approval to the AFL-CIO proposal for a single union in the printing and publishing industry.

"It is clear," he said, "that the future interests of workers in the graphic communications industry would be best served by a single union. For too long, the employers in publishing and printing have been able to split the labor movement and weaken our attempts to improve working conditions and benefits."

Double standard permits management consultants to defy disclosure rules

Continued from Page 1

Polly Connelly, organizing coordinator for four regions of the Auto Workers, detailed a series of campaigns in which employers using consultants were found by the NLRB to have been guilty of widespread unfair labor practices. But despite repeated prodding from the UAW, she said, the Labor Dept. refused to compel the offenders to file disclosure reports.

One such case involved the role of a consultant firm in what an NLRB administrative law judge termed the "virulent hostility to unionization" at the Japanese-owned Kawasaki motorcycle plant in Lincoln, Neb.

Connelly said a field investigation by the regional office of the Labor-Management Services Administration found seven instances of reportable conduct by the law firm. But after the change of administration, the Labor Dept. concluded there was no cause for action. A federal judge ruled last December in response to a UAW suit that the Secretary of Labor has "absolute discretion" over enforcement of the law. The union is appealing the decision.

Connelly found it "ironic" that while Kawasaki and its consultants were refusing to file disclosure reports, "they went to the Dept. of Labor and received copies of reports the UAW had filed and used them in the campaign. . . . I simply don't understand why we have to file these reports but employers or their consultants do not."

Still no action

In another case, an NLRB judge's decision in 1981 specifically cited both the Formaloy Corp. at Peoria, Ill., and its hired consultant for serious unfair labor practices, Connelly testified. The union prodded the Labor Dept. on the lack of employer or consultant reports. While the department "finally opened a case file in September 1983, it has done little else in response to our complaint."

Connelly noted that the president of Formaloy, James Thomson, has been appointed by President Reagan to a post with the Small Business Administration and his wife also received a presidential appointment.

Melinda Branscomb, an attorney for the Paperworkers, testified to the runaround she got in trying to find out why an Evansville, Ind., hospital and the consultants it had hired to combat the union's organizing drive, had not filed disclosure reports.

Last April, she said, the union asked the Labor Dept.'s regional office in Chicago to investigate the failure to file. If anything has ever been done, she is not aware of it. In repeated follow-up queries, Branscomb said, "the department gave me eight different reasons for not enforcing the law against companies and company consultants" including the assertion that it was "national policy" to step up investigations of unions and spend less time investigating management violations.

Attorney James I. Singer and Robert Miller, the business agent of Local 1 of the Electrical Workers in St. Louis, detailed a two-year effort to compel the filing of a report from a management consultant firm that—according to an employer report—was retained "to foster an environment whereby the employees would no longer feel they needed a union." The consultant firm also prepared a decertification petition and advised employees as to the procedures for filing it, the employer acknowledged.

Prods Labor Dept.

Again, the union's prodding has brought no action by the Labor Dept. to achieve compliance.

Con O'Shea, special representative of the AFL-CIO Building & Construction Trades Dept. and a vice president of the Plasterers, testified to his experiences in trying to compel reporting by a California labor relations consultant whose anti-union role in the construction industry was well documented.

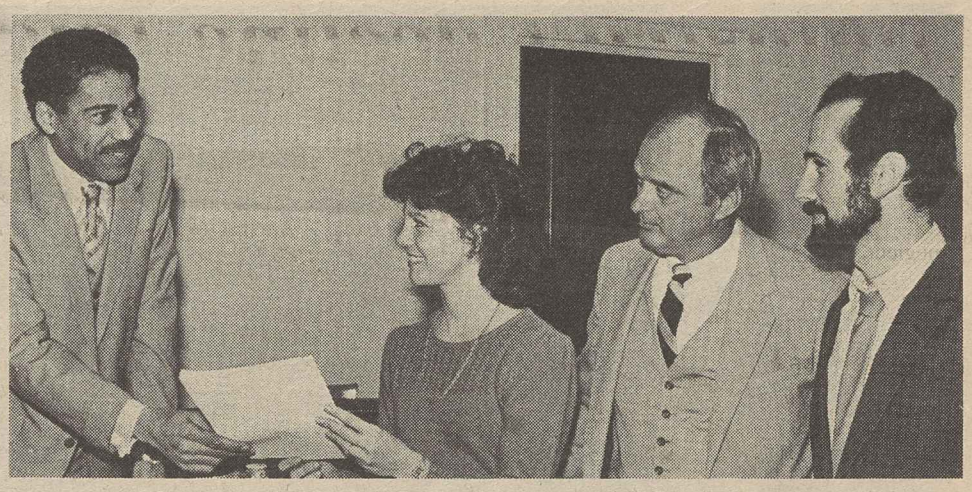
O'Shea and building trades attorneys began the effort to get the Labor Dept. to enforce the reporting law against the consultant in late 1979, and the department did conduct investigations and requested information about reportable activities. But when the consultant refused voluntary compliance, the department did not get around to bringing a suit until last March.

Spurned unions

Even then, it refused to allow the building trades to intervene in support of the suit, contending that the Labor Dept. would adequately protect whatever interest the unions might have in enforcement of the law.

The suit was initially dismissed for lack of prosecution, although later reinstated, O'Shea testified.

"In any event," he said, "the most notorious labor consultant in Southern California has defiantly ignored the reporting requirements with impunity for at least five years without penalty." Further, the prospects for successful prosecution have been diminished "because much of the evidence has become stale due to the Labor Dept.'s delinquent investigation and enforcement efforts."



At House hearings on Landrum-Griffin Act enforcement, Subcommittee Chairman William Clay, Paperworkers Attorney Melinda Branscomb, IBEW Business Rep. Bob Miller and Charles McDonald of AFL-CIO.

Industrial policy bill clears first congressional hurdle

An industrial strategy bill strongly urged by the AFL-CIO won 13-9 approval from the House Economic Stabilization subcommittee. It was supported by Democrats, opposed by Republicans, and will be taken up next in the full House Banking, Finance & Urban Affairs Committee.

The legislation would establish a Council on Industrial Competitiveness, with high-level private and public sector representation, to shape overall industrial policy.

The council would have four members each from government, labor, business and the public—all appointed by the President, subject to Senate confirmation.

Under guidelines set by the council, an industrial development bank would make loans and loan guarantees to modernize existing industries and assist innovative new enterprises. But at least 70 percent of the funding would have to come from private sources. The bank would begin with an $8.5 billion capitalization.

The development bank concept is a key ingredient of the legislation, which is sponsored by Subcommittee Chairman John J. LaFalce (D-N.Y.). Subcommittee Republicans proposed a substitute that eliminated the development bank, but it was rejected with only one Democratic defection.

Also part of the bill is a less controversial plan for a secondary market for bonds issued by industrial corporations to raise money for expansion or modernization. The secondary market concept would be comparable to the system now used for home mortgages.

The subcommittee did approve an amendment to the bill's preamble that called for attention also to the special problems of labor-intensive industries which remain an important source of jobs in the United States.

AFL-CIO President Lane Kirkland testified in strong support of the legislation at subcommittee hearings and warned against any assumption that the problems of lost industrial jobs will disappear as the nation emerges from recession.

Failure to act, he warned, will doom the United States to continued economic decline and to recurrent recessions, each worse than its predecessor.

Although the details differ, the legislation is very similar in concept to the recent recommendations of a panel of prominent Americans whose cochairmen were investment banker Felix G. Rohatyn, industrialist Irving Shapiro and Kirkland.

Because of the Reagan Administration's opposition, the legislation is not likely to get beyond House consideration this year. But it is certain to be an issue in the presidential and congressional elections.

In other congressional developments:

- The first bipartisan budget talks, involving House and Senate leaders and White House officials, failed to come up with a consensus on how to reduce the budget deficit. But House Majority Leader Jim Wright reported that agreement was reached that any deficit reduction would not involve any further changes or cutbacks in social security.
- The Senate approved the less controversial half of a bill revising the criminal code and was debating other provisions in a separate bill. It included in the measure that was approved a bill it passed separately last year with AFL-CIO support to toughen penalties against union officials convicted of corruption.

House keys aid to basic reforms in El Salvador

Continued from Page 1

military assistance," Kirkland testified. "I'm still not satisfied," he added.

Kirkland spoke of the 1981 murder of two land reform advisers for the AFL-CIO's American Institute for Free Labor Development by right-wing members of El Salvador's National Guard.

"We know who did it. We know who ordered it, and we have not been able to get them prosecuted," Kirkland said.

He termed the death squads "as much a threat to the survival of that country as the guerillas."

Kirkland told the Senate panel that the bipartisan commission's report "puts the U.S. on the side of the democratic forces in the area as opposed to the murderous right and the totalitarian left."

Urging approval of the aid package, he stressed that "unfortunately, it can't be done on the cheap."

Leaders of Central American trade union federations meeting in Panama have asked the AFL-CIO to work for enactment of the commission's economic and social recommendations, Kirkland reported. He said the union groups had also proposed that progress on social and political reforms be monitored by a body composed of both Central American and U.S. leaders from labor, business, government, and groups concerned with human rights.

Report notes enforcement rollback

The Labor Dept.'s indifference to reporting and disclosure violations by management consultants results from a deliberate policy decision by the Reagan Administration, a congressional study revealed.

The report, requested by Chairman William L. Clay (D-Mo.) of the House Subcommittee on Labor-Management Relations, found the cutback in enforcement "so substantial that it approaches abandonment of the program."

Under an Administration policy directive, the Labor Dept.'s Office of Labor-Management Standards spends 93 percent less than it did in 1980 for enforcement of management reporting requirements. The agency's appropriations have been increased 20 percent, the report notes. But nearly all its funds these days go to investigate union elections, audit union financial reports and conduct other investigations of unions.

The staff report includes the text of a 1982 memorandum providing "policy guidance" on employer and consultant reporting cases. The memo was signed by Ronald J. St. Cyr, the deputy assistant secretary overseeing the program. His boss was Donald Dotson, then an Assistant Secretary of Labor and now chairman of the National Labor Relations Board.

St. Cyr said cases in which consultants had only "indirect contact" with workers, by operating through supervisors, should be closed because they involve "contested" legal theories.

Further, "cases that have been opened on a basis other than a complaint should be closed."

The subcommittee staff noted that 100 pending cases against employers or consultants were closed because they hadn't been initiated by a complaint, even when "field investigations had documented violations of the law."

But in programs aimed at possible union misconduct, the subcommittee staff noted, most cases were initiated without a formal complaint. "It is only for investigations directed at employers and consultants that investigators are confined to responding to complaints," the study found.

At one time, the Labor Dept. looked at NLRB records as a productive source of information about the role of consultants in trying to keep workers from choosing union representation, but it no longer does so. Instead, an inter-agency agreement now provides that the NLRB will provide the Labor Dept. with data about newly certified unions so as to "ensure immediate compliance" by these unions with their reporting and disclosure obligations.

The subcommittee staff pointed also to the sharp decline in new cases involving management reporting obligations—from 350 in 1980 to 90 in 1981, 39 in 1982 and 28 in 1983.

"In summary," the report concluded, "the employer and consultant reporting law is not being enforced by the Dept. of Labor. The department has abandoned an even-handed approach to enforcing the law against unions, employers and labor consultants. As a result, non-compliance is widespread and the department has frustrated the Congress' intent that labor-management relations be conducted in the open."

Shop floor registration

Nationwide drive by the Clothing & Textile Workers to spur voter registration is put in action in a New York City garment factory where local joint board representatives Micky Hernandez and Gladys Diaz sign up members. ACTWU business agents and representatives carry voter registration cards on shop visits, and shop stewards encourage new members to register as soon as they join the union. ACTWU said most employers under union contracts cooperate with the program and permit registration in the shops during working hours.

Nation's 8% jobless rate still above pre-Reagan level

Unemployment dipped two-tenths of 1 percent to 8 percent in January, but still stands higher than when the Reagan Administration took office.

When President Reagan entered the White House in 1981, the nation's jobless rate was 7.4 percent and there were 1 million fewer Americans officially classified as unemployed. The jobless rate soared to 10.7 percent in December 1982 at depth of the Reagan Recession.

Last month, the jobless rate declined largely because of a slowing in the growth of the labor force, the Bureau of Labor Statistics reported. The civilian labor force, at 112.2 million in January, was virtually unchanged over the month.

Meanwhile, overall employment increased 249,000 during the month to 103.2 million, according to the BLS household survey. Payroll employment, measured by a separate survey of businesses, showed an increase of 287,000.

In calculating joblessness, BLS does not include the number of so-called "discouraged" workers nor those working only part time because they cannot find full-time jobs. If these were added to the total count—half of the 5.9 million part time workers and all of the 1.5 million discouraged workers—"true" joblessness last month was 11.9 percent, with 13.6 million workers looking for jobs, the AFL-CIO Dept. of Economic Research said.

9 million jobless

Officially, BLS said there were 9 million Americans unemployed in January, down from the 11.9 million at the trough of the long Reagan Recession. Significant drops in unemployment were posted for all major worker groups except black youths, whose jobless rate still hovered near 50 percent.

Overall black unemployment last month declined from 17.8 to 16.7 percent. The rate for whites dropped to 6.9 percent from 7.1 percent, and the rate for Hispanics fell to 11.2 percent from 11.6 percent.

The jobless rate for adult men fell to 7.3 percent from 7.4 percent, while the rate for adult women was unchanged at 7.1 percent. The rate for teenagers was 19.4 percent, down from 20.1 percent in December.

Over the month, employment grew in most industries with a strong 100,000 increase in manufacturing and an increase of 42,000 in service-sector jobs. In government, however, employment dropped by 61,000 and mining was down by 3,000. Rates in many manufacturing industries still are far below pre-recession peaks of July 1981.

Average weekly hours worked in January rose from 35.3 to 35.6 hours and from 40.5 to 40.9 hours in manufacturing.

Double-digit rate

Despite the overall improvement, the unemployment picture varies among different regions of the country. At the end of November, the most recent month for which complete state statistics are available, 11 states and the District of Columbia still had double-digit unemployment rates.

The jurisdictions included West Virginia, 15 percent; Alabama, 12.5 percent; Michigan, 11.7 percent; Ohio, 11 percent; District of Columbia, 10.9 percent; Louisiana, 10.6 percent; Mississippi, 10.4 percent; Oregon, 10.4 percent; Kentucky, 10.3 percent; Washington, 10.2 percent; Alaska, 10 percent, and Indiana, 10 percent.

By another unemployment measure, which includes members of the armed forces stationed in the United States, the jobless rate last month fell two-tenths of 1 percent to 7.9 percent.

McGuire elected by UTU board, Shepherd retires

Cleveland—Thomas J. McGuire has been elected to succeed United Transportation Union Sec.-Treas. John H. Shepherd, who retired Feb. 2.

McGuire, a UTU vice president since 1980 was unanimously elected by the union's board of directors to fill out Shepherd's term which expires Dec. 31, 1987.

McGuire, 53, began his career in 1951 as a brakeman on the Milwaukee Road. He served as a local union chairman for two decades until moving up to general chairman in 1974. A year later, he was elected an alternate vice president, re-elected to that post in 1979 and moved up to vice president in 1980. He was re-elected at the 1983 convention.

UTU President Fred Hardin said McGuire had "excellent qualifications" for his new post. Hardin also commended Shepherd for his long service to the UTU.

Shepherd, 65, a member of UTU Local 200 in North Platte, Neb., started his railroad career as a yardman on the Union Pacific's Nebraska division in 1940. He served as a local and general chairman before he was elected vice president in 1960, and was elected secretary-treasurer of the former Brotherhood of Railroad Trainmen in 1968. He retained that post with the formation of the UTU in 1969 and was re-elected at each subsequent quadrennial convention.

The union's board of directors is expected to name a successor to McGuire's vice presidential post from the three alternate vice presidents elected from his region at the last convention.

German unions backed in drive for 35-hour week

Geneva—International support for the drive by German unions for a 35-hour workweek mounted as two trade secretariats mobilized their members worldwide to get behind the issue.

The International Metalworkers' Federation and the International Federation of Commercial, Clerical, Professional & Technical Employees, whose member unions represent a total of more than 20 million workers in some 100 countries, rallied behind metalworkers of IG Metall, the largest union in Germany, which is spearheading the drive for the shorter workweek.

IG Metall, one of the largest affiliates of the IMF, is seeking the 35-hour workweek in bargaining with German employers for a new contract. The union's old agreement expired last month.

Negotiations for a new contract in Germany's banking and insurance, meanwhile, are scheduled to begin at the end of February, and the Banking & Insurance Division of the Commercial Employees Federation—usually known by its French initials, FIET—has joined unionized workers in seeking the shorter week.

A statement of support for IG Metall's stand on the 35-hour workweek has been signed by 104 officials of IMF unions. Among the U.S. signatories are Lynn Williams, acting president of the Steelworkers; Owen Bieber, president of the Auto Workers, and William Winpisinger, president of the Machinists.

IMF Gen. Sec. Herman Rebhan said the fight for the 35-hour workweek is not just for German workers, but for workers throughout the world.

Postal union fights ban on voter sign-up

The Postal Workers asked a federal court to overturn new Postal Service restrictions on voter registration activities that the union charged violate workers' constitutional rights.

The APWU suit in the U.S. District Court for the District of Columbia challenges the regulations that bar postal employees from participating in any voter registration activity on Postal Service premises, and prohibit employees from wearing or displaying any kind of political insignia, badges or posters, or distributing political literature anywhere on USPS grounds, including parking lots.

APWU said the new regulations, issued last December, violate the free speech guarantees of the Constitution as well as its protections of other political rights of union members and postal employees.

The union asked the court to order USPS to pull back on the new regulations because they violate existing civil service laws protecting such rights. APWU branded the USPS move "arbitrary and capricious" and "an abuse of discretion."

The suit also asks the court to issue an injunction that would stop USPS from going ahead with enforcement of the regulations or refusing to rescind them.

APWU President Moe Biller charged that the Postal Service's stricter rules on political participation "are not just isolated events."

He suggested that the measures might be a response by the USPS management to the union's stepped up political activities, including its "Voices in Politics" political action and education programs for members.

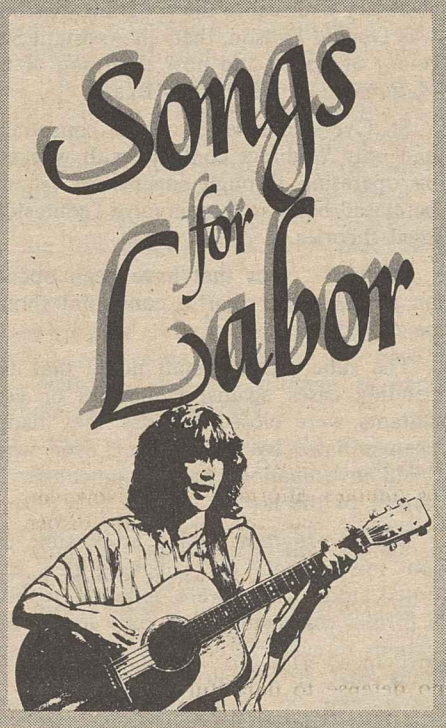
Equal access

The APWU stressed that if other groups are permitted to set up voter registration programs in most post offices, the union should have the same rights.

The union also pointed out that up to now many postal employees have been permitted to wear political insignia particularly in non-public areas of postal facilities, including parking lots. But the new rules would cut out that right, even preventing workers from putting political bumper stickers on their private vehicles if they park in USPS lots.

All federal and postal employees are restricted from most forms of participation in partisan political campaigns both on and off the job by the 45-year-old Hatch Act. The AFL-CIO has called for amending the law to strengthen protections of federal employees against political coercion while at the same time easing bans on political participation.

Biller said the APWU will continue to press its own voter registration and get-out-the-vote programs among its members, including keeping them informed on key issues.



The AFL-CIO Dept. of Education has published an updated booklet of popular trade union songs, titled "Songs for Labor."

The revised edition contains 46 songs, including Bread & Roses, Joe Hill, Roll the Union On and Which Side Are You On?

Single copies are free. Additional copies of the songbook, Publication No. 56, are available for 35 cents each from the AFL-CIO Pamphlet Division, 815 16th Street, N.W., Washington, D.C. 20006.

Union members applaud Democratic presidential candidate Walter Mondale at a rally that wrapped up the AFL-CIO regional conference in Boston.

Mondale stirs up New England rally

Boston—More than 3,000 New England union members turned out to give a rousing welcome to Democratic Presidential candidate Walter F. Mondale at a full-house rally here that wrapped up the second of seven AFL-CIO regional conferences.

Mondale told the enthusiastic crowd that the Reagan Administration is trying "to teach us that America is some kind of jungle where only the richest or the fittest prosper," and Americans should forget about looking "to your government or your President" for fairness.

But that violates "the most fundamental principle of this country" and fairness is "what we need in this country again," Mondale stressed.

He told the crowd that President Roosevelt gave the nation the "New Deal" and Truman offered the "Fair Deal," but President Reagan "is giving us the 'Double Deal.' "

For example, Mondale said, Reagan offers working men and women the "Raw Deal, but to big corporations, he offers the Sweetheart Deal."

Mondale's speech to unionists from the six New England states and Pennsylvania followed a day-long AFL-CIO conference for area state and central body officers, local union officers and staff that concentrated on election-year programs and included workshops on the federation's organizing, legislative and political activities.

AFL-CIO President Lane Kirkland told participants that the federation broke from long-standing tradition and endorsed Mondale's candidacy before the party primaries because three years of "hard lessons" under the Reagan Administration had convinced workers that "it is not enough to go to the polls on Election Day to choose among candidates who have been chosen by others. We have to get on at the ground floor of the political process."

Mondale was endorsed by the AFL-CIO at its convention last October on the recommendation of the federation's General Board.

Undercutting rights

Mondale scored the Reagan Administration for doing "everything they can to undermine the legitimacy and the respect of the right of workers . . . to organize, to bargain and to strike."

"Mr. Reagan wants to make us a 'union-free' nation, and what we need is a nation of free unions," he told the crowd.

Mondale charged the Administration with demonstrating a lack of "respect" for organized labor through such action as appointment of a Secretary of Labor who has "no relationships at all with organized labor," through appointments to the National Labor Relations Board of people "who've spent their lives fighting the legitimacy of organized labor," through failure to enforce laws meant to protect workers, such as job safety legislation, and by encouraging an anti-labor mood among corporate managements.

The former vice president called the Reagan Administration's economic policies "radical," and warned that rather than helping the nation, they are undermining the economy and destroying jobs.

Shifting tax burden

He criticized the Administration's tax policies for putting the "burden of paying for America overwhelmingly on the backs of middle- and moderate-income working Americans and leaving the wealthy scot-free," and he warned that a second Reagan presidency would bring "more of the same."

The Reagan Administration, Mondale charged, "has more purely served the cause of more special interests, more people who are rich and powerful, than any other administration in American history." And he told the crowd that if he is successful in winning the Democratic nomination, he would relish debating President Reagan "to have this issue out in 1984."

In a wrap-up of the rally, AFL-CIO Sec.-Treas. Thomas R. Donahue praised the enthusiasm of the union members in attendance and stressed that good organization by union political activists had made it a success. He urged the union members to turn the same energy toward other political action programs planned throughout the election year.

The Boston conference will be followed by similar meetings in Des Moines, Iowa, on Feb. 10-11 and in Miami on Mar. 2-3.

The final three regional meetings are set for Mar. 9-10 in Chicago, Mar. 23-24 in New York and Apr. 27-28 in Dallas.

AFSCME warns pay equity could become election issue

If the Reagan Administration backs continuing discrimination in the Washington State comparable worth case, it could turn pay equity into a major election issue in 1984, State, County & Municipal Employees President Gerald W. McEntee warned.

McEntee said Justice Dept. involvement in the case on the side of the state would be not only an unwelcome intrusion in the legal process, but also a signal to working women that the Reagan Administration thinks pay discrimination is permissible.

The AFSCME president spoke at a news conference in response to hints from the Justice Dept. that Assistant Atty. Gen. William Bradford Reynolds will recommend that the Administration side with the state in its appeal of a federal court verdict last December finding Washington guilty of sex-biased wage discrimination in the state's employment practices.

In the case, brought by AFSCME, Judge Jack Tanner of the U.S. District Court for Western Washington found that the state violated civil rights law by setting lower pay for state jobs held mostly by women than for jobs held mostly by men even though the tasks require comparable education, skill and responsibility.

Pay raise order

Judge Tanner ordered the state immediately to raise the pay of about 15,500 state employees to levels based on the worth of the jobs they hold. The cost could total $700 million.

Reynolds has said the landmark case upholding the principle of comparable worth "sets a dangerous precedent."

McEntee told reporters that for millions of working women—including AFSCME's 400,000 female members—the Reagan Administration's role in the case "is an important litmus test."

He pointed out that for more than 20 years and a number of administrations, the federal government was a supporter of people who fought pay discrimination.

"The Reagan Administration should be in the business of enforcing the law, not questioning it. We believe that the government ought to be assisting the litigants in the case, not resisting them," he said.

McEntee contrasted the Reagan Administration's position on comparable worth to support of pay equity by Walter Mondale and other Democratic candidates for the presidential nomination and warned that AFSCME wants to "send a signal to the Reagan Administration in the only language it understands—re-election politics."

Support pledged

Earlier this year, at a conference on pay equity, AFL-CIO President Lane Kirkland stressed that the federation would continue to help affiliates in efforts to achieve pay equity on the job, through bargaining and grievance procedures as well as through judicial, legislative and political action.

AFSCME Women's Director Diana Rock charged that the civil rights section of the Justice Dept. "obviously hasn't done its homework" on the case and that the Reagan Equal Employment Opportunity Commission has refused to enforce the Civil Rights Act by ignoring pay equity cases, including the complaint that led to AFSCME's suit against Washington State.

She said that EEOC has been "warehousing" pay equity cases for three years and has "slammed the door" on "at least 250 pay equity complaints so far—including nine of AFSCME's."

The union's attorney, Winn Newman, sharply criticized the proposed Justice Dept. intervention. He said the Administration's contention that wages should be set by the marketplace also tells those who face pay inequity to "get another job.'

Newman asserted that the marketplace "is no defense to unlawful wage discrimination because market rates are themselves a product of discrimination."

Profit pie

The profit-sharing formula that the Auto Workers negotiated with General Motors Corp. in return for wage concessions in 1982 will yield $322 million for some 531,000 UAW members as a result of the corporation's record earnings. GM rang up profits of $3.73 billion for 1983.

The average payment will be about $640 per worker.

UAW Vice President Donald Ephlin, director of the union's GM department, termed the company's returned prosperity "good news." But he noted also that GM's 5,800 executives would get an average bonus of more than $31,000 and served notice that the union will be discussing a "sweetening" of the profit-sharing formula for workers at the bargaining table later this year.

Sheet Metal tabloid focuses on benefits

The Sheet Metal Workers launched a new publication, "Focus on Funds," to keep members informed on the range of benefits available to them through the union.

SMWIA President Edward J. Carlough said the monthly newspaper covers developments in seven joint labor-management trust funds that provide benefits and is being mailed to the union's 160,000 members. He called the new paper, "another vital link in the communication chain between our union, our members and their families."

The publication includes information on the International Trust, which handles prepaid legal and prescription benefits, the National Health Trust Fund, the National Pension Fund, the National Energy Management Institute, the National Training Fund and two Stabilization Agreements for the sheet metal industry which provide benefits to under-employed or unemployed workers and their families.

Bachelors of Arts in labor studies display diplomas at George Meany Center. From left are George Reese, Jr., Letter Carriers; Mose Collins, Laborers; Walter S. Pearson, Service Employees; Richard Heffernan, Electrical Workers; John R. George, Operating Engineers. At right is Russell Allen, the center's deputy director.

8 earn degrees in labor studies at Meany Center

Eight more union officials have earned Bachelor of Arts degrees in Labor Studies at the George Meany Center, bringing the total to 57.

The new graduates are Alton D. Bryson, United Transportation Union; Mose Collins, Laborers; Robert B. Douglas, Railway & Airline Clerks; John R. George, Operating Engineers; Richard J. Heffernan and George A. Roberts, Electrical Workers; Walter S. Pearson, Service Employees, and George Reese, Jr., Letter Carriers.

This external degree program, offered by Antioch University in cooperation with the George Meany Center, permits union leaders to work toward college degrees while continuing their regular jobs. Some college credits are allowed for competencies gained through experience in the labor movement.

On-campus week

On entering the program, the participants spend one week every six months on campus at the George Meany Center consulting with faculty and attended classes. These classes introduce them to courses of study they pursue during the following six months.

In this program they earn credits in courses covering such fields as collective bargaining, labor history and economic issues.

Russell Allen, the center's deputy director, spoke at the commencement exercises. Diplomas were presented by Isaac Hunt, dean of the Antioch School of Law.

Unions press OSHA to cut limits on EDB exposure

Continued from Page 1

The federation wants OSHA to take steps to immediately alert all grain elevators, mills and food warehouses outlining the hazards of both EDB and methyl dibromide and the safe work practices required.

The petition pointed out that the Dept. of Agriculture estimates that up to 40 percent of the nation's grain and corn supplies may contain EDB residues.

The EPA suggested that current grain stocks be aerated to dissipate EDB residues to acceptable levels. The AFL-CIO said "this aeration process will expose grain mill workers to high levels of EDB as the fumigant off-gases from the grain and will pose a grave danger to workers."

EDB residues will continue to be found on U.S. citrus and on citrus entering the country from the Caribbean, the federation warned. Government tests have shown residues on citrus range from 1,500 to 16,000 ppb and such levels will pose a "grave danger to workers in handling treated citrus in supermarket warehouses and retail markets."

The EPA has now banned most uses of EDB. The agency's action came three years after it had learned that EDB residues were showing up in the food chain. A decade of pressure by labor, and more recently by environmental and consumer groups, is credited with forcing the agency to action.

The EPA suspension of EDB use will eliminate 97 percent of its agricultural use. The agency also issued voluntary guidelines for states to follow on the maximum acceptable residues of EDB.

The guidelines call for limits of 900 parts per billion for raw grain intended for human consumption; 150 ppb for milled products such as flour, soft cereals and other products that require cooking before eating, and 30 ppb for ready-to-eat products.

The agency is also taking action to revoke a 1956 legal exemption that prevents EPA from setting tolerance levels enforceable by the Food & Drug Administration.

Combined effort

The AFL-CIO was joined by environmental and consumer groups in pressing the EPA to ban EDB.

But the agency "didn't go far enough," said Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security. "It makes a first step," she said, noting that the guidelines are only voluntary and that a number of states do not have the authority currently to enforce such guidelines.

Last October, OSHA proposed a revised standard reducing EDB exposure levels to 100 ppb with short-term exposures set at 500 ppb. An action level of 50 ppb would provide that employers who monitor exposures below that level be exempt from certain requirements.

OSHA began hearings on the proposed rule on Feb. 8. Under normal rule-making procedures, it would take until sometime in 1985 to promulgate a final rule.

Huge deficits called threat to economy

Continued from Page 1

of this decade and in the more distant future," the report said.

At a hearing before the congressional Joint Economic Committee and at a press briefing, Feldstein said the Administration's optimistic forecast of an expanding economy with gradually declining inflation and unemployment over the next several years would come true only if further major deficit reductions are enacted.

"We need a goodsized bite now and a bigger bite in 1985," he said of the deficits.

In other sections of the report, the CEA projected economic growth of about 4 percent annually for the remainder of the decade, with falling inflation and unemployment. Though unemployment is dropping, the council still foresees high rates of joblessness over the next five years.

The Administration's economic assumptions anticipate that the unemployment rate will decline from an annual average of 9.5 percent last year to 7.8 percent this year, 7.6 percent in 1985, 7.3 percent in 1986, 6.8 percent in 1987, 6.1 percent in 1988, and 5.7 percent in 1989.

As measured by the government's consumer price index, inflation is projected to average 4.4 percent this year, 4.6 percent in 1985, 4.5 percent in 1986, 4.2 percent in 1987, 3.9 percent in 1988, and 3.6 percent in 1989.

Goals disregarded

As in previous CEA reports, the Humphrey-Hawkins Full Employment & Balanced Growth Act of 1978 came in for discussion. And, as in the past, rather than set a timetable for achieving the numerical goals for full employment and low inflation, the Administration chose to outline policies for "making progress" toward those goals.

The Humphrey-Hawkins Act set a goal of bringing down the adult unemployment rate to 4 percent by 1983 and the inflation rate to 3 percent by 1983.

The report also uses an entire section to make clear the Administration's strong opposition to any national policy to revitalize U.S. industry of the sort long advocated by the AFL-CIO and now the subject of congressional legislation sponsored by Rep. John LaFalce (D-N.Y.). The CEA insisted that most of the problems of American industries "can be solved with prudent monetary and fiscal policies."

The CEA report argues that the United States is not now in the process of "deindustrializing" and that workers from declining industries who suffer long-term unemployment constitute only about 2 percent of the unemployed.

Medicare proposals draw sharp labor dissent

The two labor members of the government's Social Security Advisory Council took sharp issue with the panel's majority report on the adequacy and financial soundness of the Medicare system, charging that it does not address the real problems of the system.

The majority's recommendations won't stem the health care cost inflation "which is the major cause of the threatened insolvency of the Medicare program," said President Alvin E. Heaps of the Retail, Wholesale & Dept. Store Union and Sec.-Treas. Stan Arnold of the Michigan Building Trades Council.

"The proposals supported by the majority hold harmless the primary decision-makers in the health care system, namely doctors and hospitals, while squarely placing the financial burden of corrective action on those who are the least responsible for rising costs and the least able to withstand increases in out-of-pocket payments —elderly and disabled Medicare beneficiaries."

The views of Heaps and Arnold were presented to the AFL-CIO Executive Council's Social Security Committee on Feb. 1. The majority report from which they dissented will be released later this month by the Dept. of Health & Human Services which appointed the advisory committee in September 1982.

In their 14-page minority report, Heaps and Arnold called for an immediate, comprehensive cost containment system for the private and public health care sectors.

"What is urgently needed is across-the-board payment reform, which we believe is absolutely necessary to control the costs and preserve the system," they said.

General revenues use

On other specific issues, Heaps and Arnold rejected the contention of the majority that general revenues ought not to be used to finance the Medicare program. If necessary to prevent bankruptcy of the program, general revenue contributions should be used rather than such alternatives as drastic benefit cuts or reduction of eligibility.

The labor representatives also opposed placing limits on tax-free employer contributions for health insurance to fund the deficit in the Medicare program. Under the majority's proposal, any contribution over the specified limit would be taxable as income to employees.

Rather than make workers more "cost conscious" as the Reagan Administration contends, this scheme would result in drastic reductions in coverage for preventive care, outpatient diagnostic services, and other benefits that save money, Heaps and Arnold pointed out.

On the majority's proposal to increase taxes on alcohol and tobacco to provide more revenue for Medicare, they said such regressive taxes would disproportionately hurt the low-income population and unfairly single out particular industries.

They also rejected the idea of automatically increasing the Medicare Part B deductible at a rate corresponding to the annual increase in the government's consumer price index. And they opposed levying a surcharge of $41 a year on beneficiaries to help finance the deficit in the Part A trust fund.

"Both proposals would shift to the elderly and disabled a larger share of the burden of rising Medicare costs, without doing anything to change the behavior of the true health care decision makers," Heaps and Arnold stressed.

They also opposed a plan to restructure the financing of Part A benefits and require that beneficiaries pay a bigger out-of-picket share for hospital care costs.

In addition, they voted against raising the age of eligibility for Medicare from 65 to 67 beginning next year. And they opposed a scheme for voluntary vouchers, terming it detrimental to the interests of elderly and disabled citizens who would have difficulty shopping for and comparing insurance plans.

Areas of agreement

In areas of agreement with the majority, the labor members supported the view that priority be given to the question of including cost-effective preventive care and long-term care in the Medicare benefit package.

"We also agree that whatever steps can be taken to improve the management of the Medicare program ought to be expeditiously put in place, although it should be noted that administrative costs for the program have been consistently at levels far below the industry average for private health insurance programs," Heaps and Arnold said.

In other matters, they recommended mechanisms to limit physicians' fees, prevent unnecessary hospital admissions, and limit the rate of growth in hospital capital expenditures.

EDITORIALS

A Campaign Issue

THE INDUSTRIAL STRATEGY bill that the House Subcommittee on Economic Strategy approved the other day should become law this year. But that's not likely. Not with the Reagan Administration so adamantly opposed.

It is important, nevertheless, that the legislation and the concepts behind it be widely understood and debated in this political decision year.

Ideally, the proposal would be examined in a non-partisan framework since there is nothing necessarily Democratic or Republican about the importance of retaining an industrial base to the U.S. economy. A plant closing devastates communities that elect Republicans as well as Democrats.

The political reality, however, is that our Republican president opposes the concept of private-sector and public-sector cooperation in making America's industries more efficient and better able to compete in world markets.

Walter Mondale, the leading candidate for the Democratic presidential nomination, supports it. So do several of the other Democratic contenders.

So let the contrasting views be part of the political platforms of the two parties and let the issue be debated by the presidential candidates.

And let candidates for Congress do likewise. This is what elections are all about.

President Reagan may talk about the "sunrise industries" that are springing up to replace the smokestack "sunset industries." But he wouldn't have to look further than California's Silicon Valley to see that the exodus of high-tech enterprises to foreign shores has begun.

A THOUGHTFUL STUDY recently published by the Industrial Union Dept. is described in the adjoining Washington Window column. It makes clear how the nation's economy can continue to decline at the same time the country is emerging from recession and jobs are becoming more available.

It notes that workers in the fastest-growing fields of employment earn an average of $100-a-week less than industrial production workers whose jobs are declining.

It sees this dwindling of middle-income industrial jobs taking the nation perilously close to a two-tier society with a few high-paid, high-skilled jobs at the top and a big base of low-paid, low-skill jobs.

And then what happens to what we have come to regard as the American standard of living?

That's not the only economic issue that needs to be debated in this campaign, obviously. There's the huge trade imbalance—and not all of it the result of more modern production facilities abroad or even the wage gap in labor-intensive industries.

THE U.S. DOLLAR is clearly overvalued in relation to other world currencies—something that does not seem to seriously concern this Administration even though it means that American firms are at a disadvantage in selling goods abroad and in competing with imports in this country.

These aren't the easiest issues to package into 30-second commercials. But they're not the hardest to explain to American workers either.

We've seen too many jobs disappear, too many plants close. It's time to change course.

The Anti-Union Pattern

CONGRESSIONAL hearings have demonstrated that Labor Dept. investigations of anti-union management consultants who fail to file disclosure statements required by law have come to a virtual halt.

There was a policy directive from the Administration's appointees that set the new priorities. It said in effect, "Investigate unions. Stop investigating management."

That's newsworthy, but it's not surprising.

It's what we've come to expect from this Administration.

'And Introducing . . .'

Washington Window

Reagan economic policy creating two-tier society

By Press Associates, Inc.

America's middle-class — working men and women with comfortable, mid-range incomes — has long been regarded as the social, economic and political bedrock of the nation.

But the middle class is an endangered species.

For the past two decades, the middle class has been shrinking, a trend accelerated by the Reagan Administration's economic policies. A recent study titled, "Deindustrialization and the Two-Tier Society," documents this trend.

"With the weakening of the industrial sector, a serious mismatch has developed between jobs being lost and those being created in our society. Millions of relatively well-paying production jobs have been eliminated while the overwhelming bulk of employment created has been concentrated in jobs with very low incomes and little realistic opportunity for upward mobility," the study prepared by the AFL-CIO Industrial Union Dept. said.

Because of the erosion of the nation's industrial base since the 1960s, "the once solid middle tier of American jobs has been undermined. Massive increases in those unable to find any job at all have accentuated this growing inequality in American society," the report said, adding:

New minority

Middle-income families, a majority of the population six years ago, are today in the minority. In 1978, about 55 percent of the nation's households had incomes between $17,000 and $41,000.

By 1983, this figure dropped to 42 percent and of those who left the middle class, three moved down on the economic ladder for every one who moved up.

Between early 1979 and the end of 1983, a year of "recovery," over 1.7 million manufacturing jobs were lost in the United States.

The social consequences of deindustrialization have been severe. There is the phenomenon of the displaced workers whose jobs were eliminated. They often are highly skilled with long work experience.

These victims of structural unemployment "experience significant increases in personal stress and in rates of suicide, alcohol and drug abuse, and family violence," the 42-page report noted.

Minorities and women, who gained increasing entry into industrial jobs during the 1960s and 1970s, usually are the first victims of job loss.

Downward thrust

So instead of proceeding up the ladder of middle-class economic security, blacks, Hispanics and women are being thrust back down with little hope of regaining well-paid, blue-collar employment.

Cities and whole regions have been wounded deeply by the weakening industrial base. "City budgets are strained, public investment in physical infrastructure needed to support private industry falls short, and the vital social services infrastructure is cut back."

During the 1979-1983 period when 1.7 million jobs were lost in basic industries, the service sector added more than 4 million jobs. But service jobs, the fastest growing being the fast-food industry, are typically low-skilled, low-paid and non-union. The same two-tier division occurs in the high-tech sector with managers and scientists on top and assembly workers on the bottom.

Aggravating the trend is the fact that "unemployment has gone deeper in each recession since 1969, and each subsequent recovery has been weaker, with successively worse 'best' levels of unemployment."

Unless the trend of deindustrialization is reversed, "unemployment will remain very high, standards of living and the quality of life will erode, and the legacy of past discrimination will be perpetuated in a more unequal society."

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MEMO FROM COPE

Reagan: 'Great Communicator' or 'Great Obfuscator?'

COMMUNICATE: Convey knowledge or information about; make known.

OBFUSCATE: Darken; make obscure; confuse.

—Webster's Collegiate Dictionary

Which of the two is Ronald Reagan, Great Communicator or Great Obfuscator?

The President submits his annual budget message. In it, he tells the nation, "We are well on our way to sustained long-term prosperity without runaway inflation . . . a result of a program I proposed three years ago. . . ."

Nowhere in the President's message is there mention of the millions of workers (30 million individual workers, as a matter of fact) who suffered one or more episodes of unemployment along the way, many as a consequence of the Reagan program; nor of the millions of working poor and other needy Americans deprived of vital life-sustaining services like food and health care.

And nowhere in the message is there mention of Reagan's ocean of red ink, record-setting deficits which even many of his own advisers and supporters are honest enough to admit threaten massive economic grief in the years ahead.

Is he communicating or obfuscating? Communication clarifies; obfuscation muddies.

He said in his State of the Union message: "America is back" and we are "standing tall."

What do these words mean, anyway, if anything? Are we back *from* somewhere? Back *to* somewhere? Or back *of* somewhere?

And to whom are we standing tall? There is nothing recent to suggest we're standing any taller among our allies or our adversaries than before.

Is he communicating or just throwing around nice-sounding phrases that conceal reality?

In a recent speech to an industry association, Reagan lashes critics who charge his economic policies favor the rich and the corporations. A strong case can be made simply for this—but not only—on the basis of his tax cuts.

How does he respond? "I for one have no trouble with the profit motive," he says. "With freedom and the profit motive, we have achieved greatness."

Who attacked the profit motive, anyway? Not one of the candidates seeking the Democratic presidential nomination. Not one spokesperson or leader of either party in or out of office. Not the labor movement, the environmentalists, the women's movement, nor any other group opposing his policies and his re-election.

He brought it up. *He* set up the straw man for an easy knockdown.

Is that a Great Communicator or a Great Obfuscator in action?

Reagan looks out at his fellow Americans from the TV screen repeatedly and tells us the huge deficits occurring under *his* leadership really are because of all the "tax and tax, spend and spend Democrats" who occupied the White House and/or Congress the 50 years before he arrived.

It's Reagan's program, not the Democrats, that drained $750 billion in revenues from the Treasury over a three-year period and ballooned Pentagon spending, creating an authentic budget crisis.

Reagan, without blushing for shame or batting an eye, tells us: "If you look back over the years, you will find that they (Democrats) aren't tax-cutters at all. The tax-cutting that has been done has been done by the Republican Party."

He should read his own speeches. As a presidential candidate and early in his tenure, he often cited John F. Kennedy's tax cuts as a model for his own policy. And the fact is tax cuts have occurred over the past two decades under Presidents of both parties, usually while Congress was controlled by Democrats.

With such patently false statements, is he clarifying issues for the people of the nation he leads, or muddling them up? Is he communicating or obfuscating?

Reagan forever denies that anyone has been hurt by his economic policies or by his severe social program cuts.

But recently, he said, "Actually, if there *are* individuals who suffer from our economic program, they are people who have been dropped from various things like food stamps because they weren't morally eligible for them. . . ."

Millions of needy adults and children have had food aid or health care taken away or reduced under Reaganism. Was it because they were not "morally eligible?" What's next? Laid-off workers denied unemployment compensation because they're not "morally eligible?"

With throw-away lines like that, is he communicator or obfuscator?

It is true: Ronald Reagan delivers a speech with seeming sincerity and great professionalism, and he comes up with some good one-liners. For that, he's called the "Great Communicator."

But what's their use—and their effect—if they don't clarify, if they're inaccurate or incomplete, if they misrepresent reality?

Voters may or may not see this in 1984, but history will catch up with the Great Obfuscator.

ODDS 'N ENDS

RECORD POLITICAL SPENDING planned by GOP National Committee as it unveils $52 million budget, up 100 percent since the 1980 elections, and more than double the anticipated Democratic National Committee budget. GOP will spend $4 million of it in massive registration effort, abetted by another $4 million from Reagan re-election committee. Combined drive hopes to sign up additional three million potential GOP voters. It will focus on areas around military bases, high income suburbs, some blue-collar enclaves and southern and Sun Belt conservative Democratic areas.

TWO SEATS gained in Michigan state senate, giving GOP control of that body, as result of anti-tax group's successful recall of Democrats in two districts. Election following recall went to Republicans. Tactic expected to be picked up and run with by conservatives in many states, could be major headache for moderate and progressive legislators.

BIG PAT ON BACK for Reed Larson, long-time chairman of right-to-work-for-less committee, is delivered by Sen. Jesse Helms in form of speech in Senate. Helms describes RTW group as "broad-based citizens' coalition." More properly, it should be described as tool of business associations and some individual businessmen. Larson, says Helms, "has done more than any American to restore labor relations to the course originally envisioned by the Founding Fathers." If anyone has Founding Fathers' quotes on right-to-work-for-less, please provide.

INDUSTRIAL POLICY support comes from study commissioned by nine major firms. Data Resources Inc. reports the U.S. economy can't hack it unless industrial base is strong, concludes: "It would be unfounded optimism to believe that the service sector will somehow sustain our economic progress on its own." Cited as key problems: Huge Reagan deficits, over-valued dollar and government neglect. Report warns: "A nation that casually surrenders leading industrial positions through policies of neglect will find it difficult to stage a comback."

ELECTION COMMISSION will file suit against National Conservative PAC. FEC charges right wing group made illegal contributions of $73,755 in 1982 U.S. Senate race in New York by coordinating with campaign of its candidate Bruce Caputo while supposedly engaged in independent expenditure effort. Fine could run from $5,000 to the $73,755 FEC claims was spent.

FIVE TERMS ENOUGH, says Arizona Sen. Barry Goldwater as he announces he won't seek another in 1986. Goldwater, landslide presidential loser in 1964, paved way for ultra-conservative movement that followed, was major political patron of then-movie/TV performer Ronald Reagan.

Sailing (or Sinking) on Reagan's Red Sea

'We're Facing Calamity' — Dole

"I believe in '85 and '86 we're facing calamity" because of record-high Reagan deficits.—Sen. Bob Dole (R-Kan.), chairman of Senate Finance Committee, MacNel-Lehrer News Hour, 2/1/84.

$2181.82 Per Head Just to Pay Interest

In the next four years of Reagan deficits, it is projected the government will have to pay bankers $480 billion in interest alone *to finance all the red ink Reagan splashes across the federal budget.*

This averages out to $2,181.82 for every man, woman and child in the land—for a family of four $8,727.28.

Just for interest.

Banker Sees 'Deficit Avalanche'

Some business leaders aren't charmed by President Reagan's rose-colored view of his own stewardship as expressed in his recent State of the Union address. Herbert Allen, investment broker, responded this way:

"It was a pep rally in the path of a deficit avalanche . . . totally without substance, and could have been delivered by George M. Cohan."

If You Like Big Numbers . . .

In his first 32 months in office, President Reagan added $457 billion to the national debt. The projected deficit increase for two full Reagan terms—should he be re-elected—is $1.64 trillion. With all the zeros: $1,640,000,000,000.

A dollar bill is six-inches long. If dollars could be stacked end to end, Reagan's projected eight-year deficit would stretch 155,300,000 miles. That's all the way to the sun and back to the moon.

Reagan will triple the total national debt of the 200 years that preceded his presidency.

Quotes to Remember

"Mr. Carter is acting as if he hadn't been in charge for the past 3½ years; as if someone else ran up nearly $200 billion in red ink; as if someone else was responsible for the largest deficit in American history; as if someone else was predicting a budget deficit for the fiscal year of $30 billion or more."

—Candidate Ronald Reagan 10/24/80
(Who, now as President, disclaims any responsibility for present deficits)

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LEGISLATIVE ALERT!
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75 years of struggle

President Reagan's attempt to undercut the campaign for social and economic justice was assailed by AFL-CIO President Lane Kirkland at the NAACP's 75th anniversary observance in New York. Seated from left are NAACP Executive Director Benjamin Hooks, AFL-CIO Civil Rights Director William Pollard and NAACP Vice President Hazel Dukes. (Story Page 2.)

New plan to curb health care costs gets wide support

By David L. Perlman

A new legislative proposal that seeks to hold down health care costs and avert a threatened cut in Medicare benefits received a warm endorsement from the AFL-CIO when it was unveiled at a Capitol Hill news conference.

Its chief sponsors are Sen. Edward M. Kennedy (D-Mass.) and Rep. Richard A. Gephardt (D-Mo.). Groups that expressed their support for the measure included the major senior citizen organizations, the SOS coalition formed to defend social security, and the Health Security Action Council.

The Kennedy-Gephardt bill would tighten existing controls on hospital charges for Medicare patients. It would apply the recently begun system of basing payments to hospitals on the anticipated duration of the illness to in-hospital physician fees. The same cost curbs imposed for Medicare patients would be applied to the hospital charges for non-Medicare patients, whether their bills were paid individually or through employment-related insurance.

That feature, the bill's sponsors emphasize, would avoid having hospitals and doctors shift excess charges from Medicare to private insurance reimbursement.

Bert Seidman, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said the across-the-board holddown on health care costs would keep the Medicare system solvent without the need to raise the payroll tax and at the same time "enable workers to preserve hard-won, collectively bargained health insurance protection."

Bargaining issue

Health care costs over the years have outpaced inflation, making continuation or improvement of benefits a troublesome bargaining table issue and pointing toward a fast-approaching funding crisis for the Medicare program.

The AFL-CIO statement termed the Kennedy-Gephardt bill a workable alternative to the Reagan Administration's strategy of reducing Medicare costs by slashing benefits and increasing out-of-pocket charges.

It reiterated labor's continued support for the goal of a universal, comprehensive national health insurance program — to make health care "a right for all Americans." But measures to deal with the immediate cost crisis "cannot wait" and should be acted on now, the federation urged.

The AFL-CIO and other organizations supporting the bill will be suggesting changes in a section dealing with health maintenance organizations, which Seidman said could have an unintended adverse effect. But overall, he said, the legislation would mark "the first real reform of the health care delivery system," and its enactment rates "the highest congressional priority."

The legislation, to be phased in over a two-year period, contemplates state operation of health cost control programs under plans that meet federal guidelines. Only if the state failed to assume responsibility or meet national standards would the federal government step in and operate the program.

Continued on Page 4

Labor opposes revival of 'kitchen sweatshops'

Legislation to legalize industrial homework is incompatible with enforcement of wage-hour and child labor laws, AFL-CO Vice President Sol C. Chaikin charged at Senate hearings.

Chaikin, who is president of the Ladies' Garment Workers, testified for the AFL-CIO as well as for his own union in strong opposition to a bill by Sen. Orrin G. Hatch (R-Utah).

Wage-hour regulations dating back more more than 40 years prohibit industrial homework in seven garment-linked industries where "kitchen sweatshops" were once a national scandal.

Court ruling

Labor Sec. Raymond J. Donovan tried last year to rewrite wage-hour regulations to exempt the 63,000 workers employed in the manufacture of knitted outerwear and swimsuits from the ban on industrial homework. Acting on a suit brought by the ILGWU and other unions, a federal appellate court slapped down the move as "arbitrary" and "capricious."

Hatch's bill would eliminate by legislation restrictions on industrial homework in all the affected industries—including women's apparel, handkerchiefs, embroidery, gloves and mittens, buttons and buckles, and jewelry.

His contention—sharply challenged by Chaikin—is that the risk of exploitation no longer exists, and therefore the ban on industrial homework should be lifted.

Hatch, who is chairman of the full Senate Labor & Human Resources Committee, testified before that body's Subcommittee on Labor in support of his proposal.

He claimed it penalizes "the Betsy Rosses of today," who couldn't sew flags at home "without fear of being prosecuted by the Dept. of Labor."

Chaikin retorted that the "central issue" of the dispute is that the experience of federal and state administrators has been that wage and job safety laws and consumer protection standards cannot be enforced where industrial homework is practiced.

The Hatch bill presumes that each homeworker will keep an accurate record of time worked, Chaikin noted, which should include "not only the time spent actually constructing the item being produced, but time spent going to pick up materials or delivering finished goods, time spent repairing or maintaining machines or tools, changing patterns or styles . . . and hand finishing or packaging."

In reality, Chaikin said, the typical homemaker isn't a Betsy Ross or a rural New England resident.

Continued on Page 2

State jobless toll up for month, down over year

Unemployment rose in 28 states and the District of Columbia from November to December and declined in 21 states and Puerto Rico, the Labor Dept. reported. It remained unchanged in Maryland.

Fourteen of the jurisdictions recorded double-digit jobless rates, even though the nation's overall unemployment rate in December was 8.2 percent.

Over the year ended in December, however, unemployment rates went down in 47 states. Two states and the District of Columbia posted increases in their unemployment rates over the year ended in December. Alaska's rate rose five-tenths of 1 percent to 12.3 percent, Oklahoma's climbed eight-tenths of 1 percent to 7.6 percent and the District of Columbia's went up three-tenths of 1 percent to 11.1 percent.

Continued on Page 6

Perseverance pays off

A small local foils a union-buster

Midvale, Ohio—Perseverance and determination won a satisfying victory for an Iron Workers local here pitted against a notorious union-busting consultant.

Nearly four years after Iron Workers Local 662 filed charges of widespread labor law violations against Flex Plastics, Inc., the 6th U.S. Circuit Court of Appeals in Cincinnati upheld the findings of the National Labor Relations Board that the company had tried to run roughshod over its Midvale workers, and it ordered the firm to comply with a broad NLRB bargaining order.

The dispute began when Flex Plastics, a supplier to the auto industry, sought to get rid of the union. When Local 662's three-year collective bargaining contract expired in May 1980 and negotiations opened on a new contract, the company brought in a "labor relations consultant," Rayford T. Blankenship, to guide it through the talks.

During the negotiations, seven of the 125 employees engaged in a brief strike over grievance-type matters, and Local 662 filed NLRB charges concerning the employer's conduct during the walkout. Among other things, the union accused Flex of making unlawful promises of benefits to discourage union membership.

Unilateral move

After the talks stalled in July, Flex told the union that it would implement most of its new contract proposals, and the union did not object. Meanwhile, one employee filed a petition for a decertification election to determine if Local 662 was supported by the majority of workers.

Following a superintendent's suggestion, the employee formed what was called a "Flex Shop Committee" of employees who signed a petition authorizing the panel to bargain on a new contract.

All the while, Blankenship was operating behind the scenes, reports Donald Lightell, who was then business agent of Local 662 and subsequently joined the Iron Workers staff as a special representative. Lightell says formation of the shop committee, which amounted to a company union, was undoubtedly the work of Blankenship.

In August, Flex President Glenn E. Burket, still refusing to negotiate with the union, wrote employees that he would no longer honor the expired contract, recog-

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2/18/84

At Senate hearings on industrial homework, Ladies' Garment Workers President Sol C. Chaikin and Legislative Director Evelyn Dubrow.

Senate bill branded scheme to revive home sweatshops

Continued from Page 1

"Rather, he or she is one of thousands of undocumented workers, hidden in the barrios, ghettos and Chinatowns of our nation's cities," he stressed.

"This homemaker is largely ignorant of American legal and judicial protections . . . fears calling attention to herself by reporting violations of the Fair Labor Standards Act."

For the undocumented worker, deportation could result, he noted. But the employer "is subject to no penalties for employing an undocumented worker."

Drastic budget cuts of recent years have reduced both federal and state wage-hour enforcement staffs, Chaikin pointed out, and the Dept. of Labor can't investigate more than 2 percent of the 4.1 million establishments covered by the Fair Labor Standards Act.

Yet "legalization of homework would dramatically multiply the number of worksites" to be covered. Wage-hour violations will spread, he predicted, "because employers will be tempted to violate a law which is not enforceable."

Chaikin reminded the Senate panel that the garment industry, with more than 25,000 employers, is fiercely competitive.

"Such competition encourages efforts to cut labor costs, often the largest single component of production," he said.

That was the motive 75 years ago for garment shops to move from New York City to Long Island and Pennsylvania, "seeking the cheaper labor of farmers' wives." It caused a shift 40 years ago to the South and to Puerto Rico, "to areas with lower standards of living." And in the present era, "garment production moves overseas to Hong Kong, Taiwan, South Korea and China," he observed.

Wage cutting

Faced with this low-wage competition, Chaikin told the subcommittee, some employers "have reintroduced the sweatshop and its close relative, homework, in an effort to cut their wage costs. These employers evade the Fair Labor Standards Act now. The legalization of homework with a decreased enforcement capability invites them to continue breaking the law."

Legalizing homework, he warned, would be to "welcome back with open arms" the exploitation "that we tried to put behind us more than 40 years ago."

In a letter to Hatch, Labor Sec. Donovan said the Administration hasn't given up its efforts to ease industrial homework restrictions through deregulation.

He said the Labor Dept. is preparing a new effort to rewrite the regulations governing knitted outerwear. It has also asked the Justice Dept. to seek Supreme Court review of the appellate decision and to seek a court order that would let the regulations remain in effect pending Supreme Court consideration.

Sheet Metal union places members through job bank

The Sheet Metal Workers' nationwide jobs bank placed more than 500 of its unemployed members in jobs in its first three months, according to Larry Cassidy, executive assistant to the SMW president.

The computerized "job bank and out-of-work list" was created last October as a response to the high level of unemployment among the union's construction workers. Joblessness among the union's 100,000 construction workers has been running over 20 percent.

Under the program, limited to SMW's construction industry members, locals submit the names of unemployed members available for work and who are willing to travel to get a new job. The SMW also receives listings from locals which need craftsmen to fill positions.

Cassidy said interest in the program has been high as over 2,300 have been put on the computer list and 533 placed in jobs. Cassidy said the cost is minimal and an added benefit of the jobs bank has been its usefulness in organizing.

If a member is referred from a local covered under the SASMI (Stabilization Agreement for the Sheet Metal Industry) to another local covered by that agreement, the member is eligible for up to $750 as a travel benefit.

SASMI provides benefits to unemployed or "underemployed" members in locals that have negotiated it in their agreements. SASMI is funded through an employer contribution equal to 3 percent of wages.

The jobless list is updated monthly. When workers obtain work, their names are removed from the list. If those workers are again unemployed, they must resubmit their names.

At NAACP anniversary

Labor, civil rights tie stressed by Kirkland

New York — Social progress, jobs, fairness and equality of opportunity are goals shared by the labor movement and the civil rights movement but "these are not the goals of Ronald Reagan," AFL-CIO President Lane Kirkland told participants at ceremonies marking the 75th anniversary of the NAACP.

Instead, he said, President Reagan "yearns for the 'good old days' before the Civil Rights Act, before the Fair Housing Act and Voting Rights Act, before the Occupational Safety & Health Act, before the Social Security Act, before the National Labor Relations Act."

Kirkland was the keynote speaker at the NAACP anniversary ceremonies at Mount Olivet Baptist Church to mark the founding in 1909 of the nation's oldest and largest civil rights organization. More than 1,500 people attended the New York observance, one of several held around the country, which included tributes to the work of the NAACP woven with spirituals and the music of the civil rights struggle.

Kirkland told the gathering that Reagan "apparently believes that poverty builds character and that affirmative action, job training and even unemployment compensation deprive workers of their self-reliance."

Reagan's bias to rich

Reagan's sympathies "are reserved for the rich, upon whom he has lavished massive tax cuts," Kirkland said. The Administration favors health care, higher education and legal counsel "for those who can afford them. No others need apply."

He warned that it will take years to recover from the damage done by the Reagan Administration, "but if he gets four more years, recovery could elude us until the next century."

Pointing to the coming election, Kirkland told the audience "the important thing about the democratic system is not that people never make mistakes, but that mistakes can be corrected. There's always another chance, another election."

Kirkland stressed that the AFL-CIO intends "to do everything in our power" to work for election of a new President and a new Congress "that will restore the federal government to its proper role as an instrument of, by and for the people."

The labor federation's goal in 1984 "is to involve as many of our members as possible in every stage of the political process, and, together with our allies, to make our voices heard loud and clear."

He cited "a new spirit of hope and determination" that is bolstering election year efforts by labor and the civil rights movement. It is reflected, Kirkland said, in the voter registration drive being conducted by the NAACP with the support of the A. Philip Randolph Institute as well as AFL-CIO affiliates and state and local central bodies.

"I am convinced," Kirkland told the gathering, "that we don't have to tell workers, minorities, the jobless and the poor how to vote. We have to tell them where to vote."

All the goals the labor movement and the NAACP have shared and fought for over the last 100 years are at stake in this "critical election," Kirkland declared.

Unfinished work

He also drew a parallel between the labor movement and the NAACP as organizations "built for the long haul" that understand that their work "is never finished."

Kirkland praised the NAACP for efforts that have "transformed life" for Americans.

"Millions of youngsters are growing up without ever having seen a 'whites only' sign over a public drinking fountain, or a fellow citizen turned away from a restaurant, or an employment office or college admission desk solely because of race," Kirkland said.

But while discrimination is no longer sanctioned by law, "it has not disappeared from our land," and 20 years after passage of the Civil Rights Act "inequality still blights the hopes and stunts the lives of black youngsters."

The difference today, he said, is that the "economic roots" of inequality are exposed, and it is clear that objectives like school desegregation and quality education, decent housing and nutrition and full employment cost money and require "economic investment of the highest order."

Goals the same

In his remarks, NAACP Executive Director Benjamin L. Hooks stressed that the organization's members "are the long distance runners" in the struggle for civil rights progress, and that the NAACP's goals and convictions remain those it held at its founding.

The NAACP marks as its official birthday Feb. 12, 1909, the date of the "Lincoln Day Call" to a conference to discuss discrimination against black Americans. The original call, issued on the centennial of Lincoln's birth, was signed by 60 people—both black and white—among them ministers, educators, journalists, lawyers, politicians and social workers.

The first conference of what was then called the National Negro Committee was held in New York beginning on May 30, 1909, and culminating with a mass meeting at the city's historic Cooper Union building. The organization's name was changed to the National Association for the Advancement of Colored People in May 1910.

It's illegal, but this garment sweatshop was found in a New York apartment. Industrial homework would be legalized under a Reagan Administration-supported bill being considered by the Senate Labor subcommittee.

Dock workers at 33 seaports approve pact

Longshoremen at 33 Atlantic and Gulf Coast ports ratified a supplement to their already negotiated master contract, leavign only three other ports yet to approve the new provisions.

The supplement, on which agreement by union and management negotiators was reached last month, increases job security for ILA members by requiring vessel operating companies at the 36 ports to use only facilities employing union personnel.

The supplement is part of a master agreement that will expire Sept. 30, 1986. The coastwide accord calls for wage increases of $1 an hour in each year of the agreement and increased contributions to pension and welfare programs.

Ratification of the supplement got temporarily snagged over local issues at four struck ports—Boston, Baltimore, Philadelphia and Wilmington, Del.—but ILA reported that progress was being made and the disputes appeared headed for resolution.

Four of five ILA locals in Baltimore voted overwhelmingly to accept the agreement and members began returning to work after a federal court ordered the fifth local to call off its walkout.

Philadelphia vote

Meanwhile, a ratification vote on a tentative agreement on local issues in Philadelphia and Wilmington, Del., was submitted to the members.

In Philadelphia, where negotiators also represent ILA members in Wilmington, the last remaining issue was that of hospital benefits.

Boston negotiators met Feb. 14 for the first time since they began their strike a week earlier. The key issue in dispute there was the guaranteed annual wage system.

Some 50,000 dockworkers are covered by the new master contract. Longshoremen in the bistate port of New York and New Jersey were the first to ratify the agreement. The port employs the largest number of ILA members.

Negotiations on both the master and local contracts were delayed last year by a dispute over the handling of containerized cargo. The union had previously negotiated measures to preserve members' jobs in handling the containerized cargo.

ILA members have been working under an interim contract that went into effect last Oct. 1. It had been scheduled to expire Jan. 31 but was extended to Feb. 8.

AFL-CIO safety specialist Margaret Seminario at the launching of a campaign against toxic hazards.

Coalition opens national campaign for protection against toxic risks

By Arlee C. Green

A nationwide campaign to petition Congress on "guaranteeing all Americans the right to be safe from harmful exposure to toxic substances" is being spearheaded by a coalition of more than 100 labor, consumer and environmental groups.

The National Campaign Against Toxic Hazards kicked off Feb. 13 in 55 cities and 25 states.

Labor's key concern in the coalition effort is to reduce workers' exposure to toxic substances.

"Every day, workers are exposed to potentially lethal doses of toxic substances on the job," Steelworkers Legislative Director John L. Sheehan told a press conference on Capitol Hill. "Guaranteeing our members the right to know and the right to be safe from toxic hazards is among the labor movement's most pressing concerns."

Sheehan charged that under the Reagan Administration, there has been a deliberate dismantling of "proven programs and measures" enacted to regulate injurious substances.

"The toxic crisis still exists, not only because we are in need of greater and more comprehensive measures to control the unregulated exposures, but because we are witnessing undercutting, underfunding underadministrating and, in some cases, outright malfeasance in the implementation of occupational and environmental laws," he warned.

AFL-CIO industrial hygienist Margaret Seminario pointed out that an estimated 100,000 American workers die each year and another 390,000 suffer illness from exposure to toxic hazards on the job.

"The AFL-CIO and its affiliates are working to reduce these threats to the health and safety of our members," she said. That effort includes a drive for effective state and local laws giving workers the right to know the hazards and identities of the chemicals they are exposed to in the workplace.

Coalition participants include the Service Employees, Electronics Workers, Machinists, Fire Fighters, Communications Workers, the State, County & Municipal Employees, the Oil, Chemical & Atomic Workers and the Industrial Union Dept.

Local union involvement

Hundreds of local unions are also participating as part of the coalitions that make up Citizen Action, Clean Water Action Project, plus dozens of other consumer, energy and environmental coalitions.

The goal of the campaign is to channel people's concerns into positive legislative and political action.

"We are launching a grass-roots education and petition drive, reaching into some 300 congressional districts. We will knock on doors in 1984 and ask people for their support for the campaign," said David Zwick, director of the Clean Water Action Project.

Labor's major concerns about toxic chemicals are contained in the coalition's 'bill of rights' petition which will gather signatures supporting legislative guarantees.

The coalition wants laws enacted to guarantee compensation for injuries caused by toxic substances, timely cleanup of toxic waste sites, elimination of hazardous emissions and wastes at their source, the right to participate in the decision-making process and the right to know the presence and effect of toxic chemicals in the workplace.

A legislative agenda of the national campaign calls for strengthening existing laws and enactment of comprehensive measures to reduce the hazards of toxic substances through recycling, resource recovery and other methods.

The campaign supports new Superfund measures requiring health studies and the release of information so the public can better participate in the decision-making. It also calls for amending of the Pesticide Act and Safe Drinking Water Act to require more testing.

Coalition representative at the Washington briefing branded the Reagan Administration's response to the threat from toxic substances "appalling."

Jacqueline Warren, of the Natural Resources Defense Council which is working with the AFL-CIO to gain effective standards for ethylene dibromide, said the Administration has failed to press for Superfund reauthorization or to strengthen toxic-related legislation. She charged that it has derailed efforts to regulate EDB and require cleanup of asbestos in schools, cut funding of the agencies charged with regulating toxic substances and set up weak regulations designed to preempt state and local right-to-know laws.

Mondale caucuses in Ohio elect union-backed delegates

Columbus, Ohio—Ninety-nine of the 105 delegates who were elected in the Ohio Democratic pre-primary caucuses and pledged to the presidential candidacy of Walter F. Mondale, are either union members or endorsed by labor.

Full labor slates were elected in 16 of the 21 congressional districts as more than 5,000 trade unionists took part in the Mondale caucuses on Feb. 9.

Of the 99 Mondale delegates, 83 are union members, and of the 34 alternates selected, 24 are union members and another five were backed by labor.

Among the delegates elected in Akron's 14th congressional district were Milan Stone, president of the Rubber Workers and Frank Martino, president of the Chemical Workers.

In all, two dozen AFL-CIO unions are represented among the Mondale delegates.

State federation President Milan Marsh noted that a broadly coordinated COPE effort helped put together an effective political program for the caucuses.

Ohio will have 175 delegates attending the Democratic National Convention in July. The state Democratic Party will appoint the 70 remaining delegates with some being at-large delegates based on the percentage of the vote Mondale receives in the May 8 primary election.

Caucuses were also held Feb. 9 for delegates committed to presidential contenders Sen. John Glenn, Sen. Alan Cranston, Sen. Gary Hart and Jesse Jackson. Ohio presidential primary will be held May 8.

Meanwhile in New Hampshire, labor volunteers for Mondale were staffing telephone banks in preparation for the Feb. 28 primary.

The state federation said some 4,000 members would be contacted in their workplaces before the primary by shop stewards and union leaders.

Screen Actors vote on merger plan

Hollywood, Calif.—The Screen Actors Guild is conducting a new referendum on a merger with the Screen Extras Guild. SAG members narrowly defeated a similar proposal last year.

The merger plan was approved by the Screen Extras by better than a 3-to-1 ratio in March 1983.

At least 60 percent approval is needed from the 48,000 SAG members voting in the referendum. Last year, 56.7 percent of the ballots favored merger.

The merger plan has the support of the Actors & Artistes, a federation of nine AFL-CO performer unions including SAG and SEG.

The Council of Actors' Equity voted its unanimous support of the SAG and SEG merger. The boards of both those unions also have endorsed the merger.

Labor fights bid to kill broadcast 'fairness doctrine'

The AFL-CIO opposes repeal of the fairness doctrine and equal time requirements for television and radio broadcasts, Special Counsel Laurence Gold testified at Senate Commerce Committee hearings.

Gold opposed a bill by Committee Chairman Bob Packwood (R-Ore.) to repeal the requirement that competing candidates get an equal opportunity to present their views or buy time, and that persons or organizations criticized on the air get a reasonable opportunity to reply.

Labor's position is based "on hard, practical experience," Gold testified.

Best hope

"Over the years," he said, "trade unions have found that the fairness doctrine, though feeble, is the best hope of assuring that commercial television and radio stations air labor's side on controversial issues," especially bargaining disputes and issues of worker rights.

Without such a requirement, he saw nothing to justify the "pious belief" that labor's position will continue to be heard.

Gold challenged the free-speech issue raised by supporters of the Packwood bill, who contend that the "free speech" of the owners of broadcasting stations is restricted if they have to let the other side be heard.

The determining factor, he suggested, is that the government initially selects a broadcast licensee from among applicants competing for broadcast frequencies and then bars all but the chosen licensee from using the assigned frequency.

In practice, Gold insisted, the fairness doctrine enhances rather than restricts the principle of free speech.

Fairy tales and arithmetic at the new Chinatown day care center.

Union day care in Chinatown

New York—Ladies' Garment Workers Local 23-25 is meeting its members' family needs through the Garment Industry Day Care Center of Chinatown, the first in the city to serve workers in a single industry and the first operated here with a combination of private and public funds.

The center provides care Monday through Friday for 70 pre-school children whose parents work in shops organized by the ILGWU local.

The program is the fruit of 10 years of effort by the local to get day care services for its members' children. The center provides food, entertainment and instruction with funds from the Greater Blouse, Skirt & Undergarment Association, an industry group, along with the Oriental Garment Manufacturers Association, individual employers and through a federal grant obtained by New York City's Human Resources Administration.

Local 23-25 represents about 18,000 workers—mostly women—in New York's Chinatown garment shops. Talks with employers about launching a center began in 1974. Finally, management agreed that funding a center would help stabilize the area's workforce, the ILGWU said.

The union said garment shops provide income to six out of every 10 Chinese families in Chinatown and to 40 percent of the Chinese families in New York City.

The city's human resources agency estimates that day care for a child in New York costs about $82 a week. The ILGWU said that about $44 of a week's care at the garment industry center comes from public funding, $32 from private resources and an average of $6 from the parents, who pay a small fee linked to family income.

The center admitted its first children last November, and the current enrollment was selected by a lottery from about 200 applicants. The staff includes a teacher, an assistant teacher and four aides.

UAW signs pact covering 4,800 aircraft workers

Long Beach, Calif.—Members of the Auto Workers returned to their jobs at the McDonnell Douglas Corp. aircraft assembly plant here after approving a new three-year contract providing for wage and pension hikes.

Acceptance of the pact ended a strike by 4,800 aerospace workers that began last Oct. 17. The settlement is identical to a contract approved last fall by the Machinists at Torrance and Huntington Beach, Calif., and in addition includes an agreement by the employer to negotiate over a profit-sharing plan.

The settlement calls for lump-sum payments of 3 percent of annual pay each year, plus pay increases of 8 to 72 cents an hour for skilled workers, and an increase from $15 to $17 in monthly pension benefits multiplied by an employee's years of service.

The contract terms accepted by both IAM and the UAW at McDonnell Douglas follow a pattern in the current round of aerospace negotiations set last October with the Boeing Corp. The Machinists, however, later negotiated a more favorable agreement with Lockheed that preserved cost-of-living protection for all employees, provided eventual wage parity for new employees hired at lower rates, and raised monthly pension benefits slightly higher than at Boeing.

The new UAW pact at McDonnell Douglas limits full COL protection to about 70 percent of the workforce and calls for lower rates for new hires. The agreement is similar to ones accepted late last month by smaller UAW units in Tulsa, Okla., and Melbourne, Ark.

Congress urged to halt purge of needy on disability benefits

Congressional action is needed to stop the unjustified cancellation of social security disability benefits, AFL-CIO Legislative Director Ray Denison urged in a letter to Senate Finance Committee Chairman Robert Dole (R-Kan.).

A purge of disability insurance beneficiaries launched early in the Reagan Administration as a cost-cutting measure resulted in abrupt cutoff of benefits to many thousands of seriously disabled persons—and spurred congressional and public protest.

Denison noted that stopgap legislation and some administrative improvements helped relieve the situation, but he stressed that "serious problems remain." He found "particularly disturbing a recent statement by Health & Human Services Sec. Margaret Heckler that 23 percent of disability insurance recipients whose cases are scheduled for review will be removed from the benefit rolls as ineligible.

"Legislation is imperative to ensure fair, accurate and humane review for all disability insurance beneficiaries," Denison insisted, for "new applicants as well as for the victims of the Continuing Disability Investigation program."

Denison said the AFL-CIO supports the thrust of a House bill sponsored by Rep. J. J. Pickle (D-Tex.) and a more limited Senate bill by William S. Cohen (R-Me.) and Carl Levin (D-Mich.). He urged that the legislation commit the Social Security Administration to the following standards in evaluating disability:

- No benefits should be ended unless the recipient's medical condition has improved or the original decision to grant benefits was fraudulent or clearly in error.
- The disability evaluation should consider the combined efforts of all impairment, even if no single condition would be considered disabling. Also, there should be a "realistic evaluation" of the person's ability to function in a competitive work environment.
- The evaluation should consider evidence as to intensity and persistence of pain.
- A moratorium should be imposed on further investigations of persons listed as mentally disabled until there are fair and appropriate procedures for such an evaluation.
- Benefits should be continued during an appeal of a disqualification through the administrative law judge level and a face-to-face interview should be held at the start of a review.

New guide published on union scholarships

A 1984 guide to union-sponsored scholarships, student financial aid and awards has been published by the AFL-CIO Dept. of Education. The 88-page guide lists more than 2,000 scholarships worth $2.5 million, including some individual scholarships that range up to $10,000.

Although most scholarships are reserved for union members and their families, some are available to the general public.

Single copies are available to AFL-CIO union members without charge. For all others, the cost of the guide is $3. Orders are being handled by the AFL-CIO Dept. of Education, 815 16th St., N.W., Washington, D.C. 20006.

Labor backs plan to curb medical costs

Continued from Page 1

The legislation would require physicians to accept the Medicare reimbursement in full payment, for both in-hospital and outpatient care. They would be barred from billing Medicare patients for additional amounts. The restriction would not apply to out-of-hospital treatment of non-Medicare patients.

A fact sheet in support of the Kennedy-Gephardt bill noted that health care costs amounted to 5.3 percent of the gross national product in 1960, reached 7.5 percent of GNP in 1970 and jumped to 10.5 percent in 1982.

Without legislation, it warned, the Medicare fund would be heading toward a cumulative deficit of more than $1 trillion by the year 2005 "under the most likely economic assumptions." With it, the sponsors asserted, there would be a net surplus over the same period.

The National Council of Senior Citizens said its state affiliates have already launched campaigns in support of the Kennedy-Gephardt bill. Its enactment is needed, Executive Director William R. Hutton said, to control health care costs without raising taxes or cutting the health care programs for the elderly and poor.

Douglas A. Fraser, speaking as chairman of the Health Security Action Council, said the Reagan Administration's approach to rising health costs is to cut back coverage and increase patient fees. Fraser, who is president-emeritus of the Auto Workers warned of "even more drastic cutbacks . . . if the present Administration is re-elected."

U.S. district judge swats phony 'bug' of non-union firm

Providence, R.I.—A non-union printer using a phony union label was ordered by a federal judge to stop putting the bogus "bug" on its products.

Judge Bruce M. Selya of the U.S. District Court for Rhode Island ordered Arrow Printing Co. to stop using an illegal "union label" sold to the firm by the so-called American Independent Lithographers Union, Inc. (AILU). Judge Selya held that using the phony label, which is similar in shape to bona fide printing trades union labels, infringed on trademark protections because it was deceptive and confusing. The suit was brought by the Graphic Communications Union.

Selling labels

AILU, a private company, was in business for several years, selling "union labels" to non-union printers for an annual fee so they could put a "bug" on their work without having any union contracts.

But in 1982, in another suit brought by GCIU and the Allied Printing Trades, a federal court ordered the company to stop selling the bogus labels and inform anyone who had bought one about the injunction against its further use.

Arrow Printing Co. said it never got the notice and continued using the bug, but it was spotted last May by GCIU Local 39P on an invitation to a political fundraiser in Providence. When the company refused an answer to the union's inquiries about the label, GCIU sued.

In his decision, Judge Selya pointed out that the appearance of a legitimate union label on printed materials is very important to many potential customers, and the company's use of a phony label amounted to a "course of conduct calculated to deceive and mislead prospective customers into thinking that his goods are the products of a unionized establishment."

The judge ordered Arrow to stop using the AILU mark, or any other mark that looks like any GCIU label, and he told the company to turn over the AILU bug and any printed goods it appears on to GCIU so they can be "squashed."

Hired gun misses

A small local thwarts union-busting attempt

Continued from Page 1

nize the union, or deduct union dues from paychecks.

Meanwhile, the company reopened a second plant in Midvale that it had closed in April and advertised for new workers without notifying the union. One of those who had been laid off—a shop steward and a member of the union's negotiating team—applied and was told her employment would be conditioned on her refraining from union activity. The NLRB later found this warning to be "inherently coercive and violative" of the National Labor Relations Act.

Legal claim

Next the company called a meeting of employees at which Burket introduced Blankenship as a labor lawyer, "very experienced in labor law." In fact, Lightell says, Blankenship is not a lawyer at all.

At any rate, Blankenship told the workers that Local 662 no longer represented them and claimed that through a "disclaimer by silence" it had indicated its unwillingness to represent the employees. He indicated that Flex henceforth would deal with the workers through the new shop committee. The committee reached a new three-year agreement with the company in January 1981, and in a certification election four days later, it defeated the union by two votes.

After a series of appeals, the NLRB found in February 1983 that Flex's "unfair labor practices were widespread, touched all of the employees, and spanned virtually the entire period from the withdrawal of recognition in July 1980 to the decertification election in February 1981.

Rights violated

"They demonstrated a general disregard for the employees' fundamental statutory rights and therefore warrant the imposition of a broad injunctive order," which included a directive to dissolve the shop committee and restore recognition of Local 662 as the workers' exclusive bargaining agent.

Instead of complying with the NLRB order, Flex kept Blankenship on the payroll and appealed to the courts.

In upholding the NLRB, the 6th Circuit Court ruled that a union once certified as a bargaining representative is presumed to have majority support among unit employees. The court added that to rebut the presumption of majority status, an employer must demonstrate that it has a "bona fide belief that the union no longer has the support of a majority of employees." In this case, the court said, Flex had no basis for such a belief.

"The fact of stalled contract negotiations cannot be the basis for the good faith belief that a union has lost majority support," the court added. "Neither does the fact of the filing of a decertification petition alone justify the belief that the union has lost majority support."

The court specifically upheld NLRB's finding that Blankenship's speech to the Flex workers constituted illegal coercion.

Blankenship is still serving Flex management as a "consultant" and may sit in on new contract talks that are set to begin Feb. 24.

Lightell estimates the company has paid Blankenship more than $100,000 in the past four years, though he says the exact figure is hard to pin down. Company figures filed with the Labor Dept., however, show he was paid more than $33,000 in 1980 and 1981 alone. Data for the past two years are not available.

Lightell sees recognition of Local 662 and the order to the company to bargain as a solid victory for the union and says the lengthy litigation was well worth the effort.

"We've got to defeat these people in every way we can," he said. "We're running into them all the time. Blankenship is the third union-busting 'consultant' I've run into during the past two years.

"Their style may be different, but they're up to the same thing as Blankenship—to break us."

Long history

Blankenship has a union-busting record in the Midwest dating back more than a decade. But his past seems to be catching up with him. Another Blankenship client, Mark Twain Marine Industries, Inc., of West Frankfurt, Ill., paid him $18,000 for "legal services" but ended up paying $200,000 in backpay growing out of unfair practices against members of Laborers Local 87.

And in federal court early last year, Blankenship signed an unusual consent decree in which he promised not to hold himself out to be an attorney and not to "induce any employer to violate or repudiate its collective bargaining agreement with a labor organization representing its employees."

Ohio Association of Public School Employees receives AFSCME charter from President Gerald McEntee and AFL-CIO Sec.-Treas. Thomas Donahue.

25,000-member Ohio union votes AFSCME affiliation

Columbus, Ohio — A special convention of the 25,000-member Ohio Association of Public School Employees (OAPSE) voted to affiliate with the State, County & Municipal Employees.

The 700 delegates approved affiliation by a 9-1 margin and presentation of an AFSCME charter to OAPSE officers concluded the Feb. 11 convention.

The union is the largest public employee unit in Ohio and represents school bus drivers, clerical workers, food service workers and custodial employees in some 350 school districts across the state.

The affiliation boosts AFSCME's membership in Ohio to 75,000. Last June, the 17,000-member Ohio Civil Service Employees Association voted by referendum to become part of AFSCME.

AFSCME President Gerald W. McEntee said the union plans to launch a statewide organizing campaign to unionize other school board workers throughout Ohio.

McEntee pointed out that when Ohio's new public employee collective bargaining rights law takes effect Apr. 1, there will be a flurry of organizing activity and representation elections in the state. He called Ohio "our number one organizing priority nationwide for 1984." About 500,000 people work for state and local governments in Ohio.

Talks that led to the affiliation of OAPSE began late last year following passage of the new bargaining law. The OAPSE executive board voted last December to seek the affiliation and issued the call for the special convention. OAPSE has represented school board employees for about 50 years. The union said a key consideration in seeking affiliation with an AFL-CIO union was the "no-raiding" protections offered by Article XX of the federation's constitution.

Survey finds teacher pay still lags

The average public school teacher's salary in 1982-83 rose 8.5 percent to $20,547, but the increase has not offset earlier losses to salary erosion, a study by the American Federation of Teachers found.

AFT President Albert Shanker attributed the gains in the last school year to a long-overdue "catchup period we are experiencing in teacher salaries."

AFT Research Director James Ward noted that in terms of real, or constant, dollars, average teacher salaries have fallen 3.6 percent over the last five years and 10.6 percent since a decade ago.

The AFT report is based on the latest available information from state departments of education and other data sources.

Ward said the average salary figure overstates salary gains made by typical teachers because of layoffs in many school districts that affected less senior and thus lower-paid teachers.

Teachers also have fallen behind in comparison to median family income, the AFT study revealed. In 1971-72, the average teacher salary was 93 percent of the U.S. median family income for 1971. By 1982-83, the figure had dropped to 86 percent.

Highlights of the new AFT study show that:

- The highest average classroom teacher salary was found in Alaska, $35,297, where the cost of living is one-third higher than in the rest of the country. After Alaska was the District of Columbia, $25,610; Hawaii, $25,308; New York, $25,000; Michigan, $25,304, and California, $23,935.
- Mississippi had the lowest average salary, $14,230, followed by Arkansas, $15,029; Vermont, $15,328; New Hampshire, $15,360, and South Dakota, $15,592.
- In only three states did the average salary for teachers go up more than $3,000 since the last school year: Minnesota, from $19,480 to $22,875; Alaska, from $31,986 to $35,297, and Wyoming, from $20,550 to $23,822. By contrast, the average went up only $185 in Mississippi and $193 in West Virginia.
- Teacher salaries in the South Atlantic region were generally below the national average, while the east south central region had the lowest figures. No state in the west south central region exceeded the national average. Teachers in the Pacific region led the country in average earnings.
- Between 1978-79 and 1982-83, average teacher salaries went up $5,577, or 37.3 percent. The largest dollar gainers were Alaska, $24,150 to $35,297, and Wyoming, $14,469 to $23,822.

In Alaska and Wyoming, teachers benefited from windfall state revenues resulting from severance taxes on gas and oil extraction, Ward said.

Massachusetts took the greatest dive in rank comparisons since 1978-79, AFT noted. It fell from sixth highest in the nation to 22nd, largely because of a tax and spending limitation law passed four years ago.

Copies of the report are available from AFT's Research Dept., 11 Dupont Circle, NW, Washington, D.C. 20036. A more detailed study of teacher salaries, with comparisons to other professions and district-by-district data for over 75 school districts will be published in March.

Black unionists spur Mondale support

The first phase of an election year strategy to increase the participation of black union members in the presidential primaries and caucuses has been kicked off by AFL-CIO United Black Labor for '84.

The committee of black trade union leaders scheduled the first of a series of strategy sessions and workshops for union officers and staff in key regions with early Democratic events.

The committee's national coordinator, Velma Hill, said the focus at each of the meetings will be on internal activities to bolster support for Walter Mondale among black AFL-CIO union members and their families.

The first formal meeting in Washington earlier this month drew nearly 200 black unionists from 35 AFL-CIO affiliates.

The committee scheduled its first regional meeting for Feb. 19 in Jacksonville, Fla., to plan activities leading up to the Mar. 13 primaries in Alabama, Florida and Georgia.

Meetings are also set for Mar. 4 in Fresno, Calif., Mar 24 in Nashville, Tenn., and Apr. 3 at the George Meany Center for Labor Studies in Silver Spring, Md.

Hill said the committee will also meet during the AFL-CIO regional conferences on Mar. 2 in Miami and Mar. 9 in Chicago.

Strategy sessions

The strategy sessions, Hill noted, will bring together AFL-CIO black trade union leaders along with the committee's congressional district coordinators and local union representatives.

Workshops at the sessions will focus on union voter education, information and get-out-the vote activities.

Hill said the committee has targeted many of its activities to key congressional districts with large black AFL-CIO union memberships. It will also focus on districts where the black AFL-CIO population is smaller, but where increased participation by union members can affect the outcome of a primary or caucus.

She pointed out that the committee's efforts will be coordinated by COPE throughout the election process.

The cochairs of AFL-CIO United Black Labor for '84 are AFL-CIO Vice President Barbara Hutchinson of the Government Employees, Sec.-Treas. William Lucy of the State, County & Municipal Employees, Steelworkers Vice President Leon Lynch, AFL-CIO Vice President Frederick O'Neal, president of the Actors & Artistes, and Auto Workers Vice President Marc Stepp.

Food prices key factor in wholesale rise

Wholesale prices rose six-tenths of 1 percent in January, their biggest increase in 14 months, the Bureau of Labor Statistics reported.

The January increase, which was as much as the entire increase in the government's producer price index for all of 1983, "was principally due to a substantial advance in consumer food prices," BLS said.

The consumer foods component of the producer index jumped 2.7 percent in January, a sharp acceleration from the seven-tenths of 1 percent rise posted in December.

Prices for capital equipment rose only one-tenth of 1 percent, and prices for non-food finished goods were unchanged over the month, BLS said.

Prices for intermediate goods, which still require some processing, rose one-tenth of 1 percent in January after rising at the same rate in December. Prices for crude goods rose seven-tenths of 1 percent over the month, after rising one-tenth of 1 percent in the previous month.

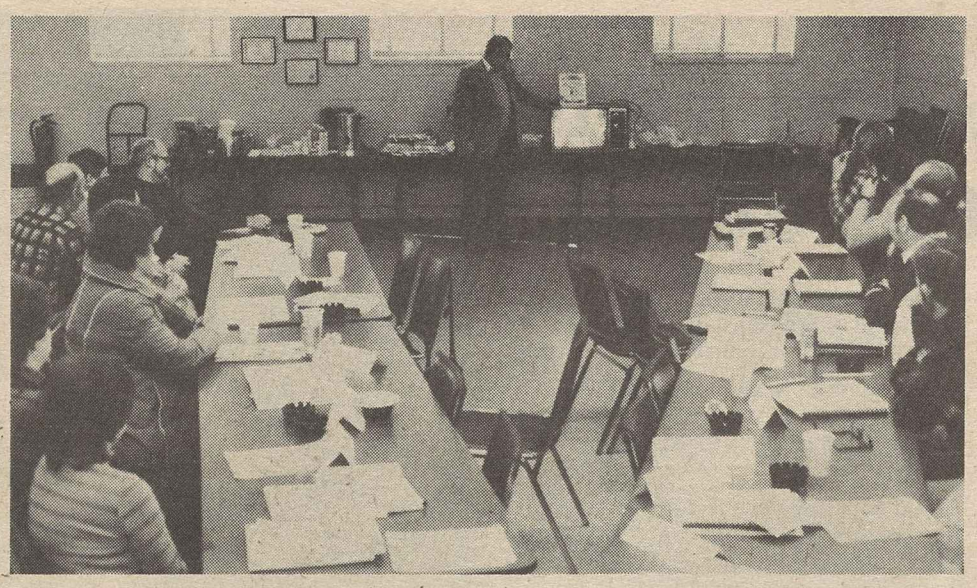
The bulge in food prices was the largest one-month jump since August 1980. Pork prices climbed 9.2 percent, compared to a rise of 5.2 percent in December. Beef, veal and fish prices also were up. BLS attributed the higher meat prices to cold weather which killed cattle or kept their weight down and disrupted the delivery of hogs.

Prices for processed fruits and vegetables also rose rapidly last month, in part because of crops damaged by the late-December freeze in growing areas.

Energy prices declined 1.2 percent in January, the sixth drop in the last seven months, and prices of other goods held relatively stable.

The big jump in food prices is expected to boost consumer prices in the coming months.

The producer price index measures changes in prices of goods that are ready for retail sale. The price changes at this level generally foreshadow changes that will be seen at the consumer level, although it is hard to pinpoint how fast these changes appear.



Communications Workers stewards at a training session in Buffalo, N.Y., watch a segment of "America Works," the AFL-CIO's weekly public affairs television program, for a discussion on the use of television to communicate with both union members and the general public.

Labor television programs draw high viewer ratings

Studies conducted for the Labor Institute of Public Affairs found that a large proportion of cable television viewers—both union and non-union households—would watch a labor-oriented cable TV program.

One survey also showed that union households account for one of every five current cable TV subscribers.

The viewer studies were conducted for the AFL-CIO's television production arm by two national television research firms, the ELRA Group and Arbitron Ratings.

The ELRA Group's "CableMark Probe Survey" studied the reactions of 2,008 television viewers in 100 cable systems nationwide, including both subscribers and non-subscribers. The study, designed to be representative of national viewing patterns, found that 22 percent of cable subscribers are union households.

LIPA Executive Director Larry Kirkman said this finding points to a significant and continued interest in cable television by union members since many large, urban areas where most of the nation's 20 million union members live are not yet served by cable franchises.

The ELRA Group research also showed that 47 percent of all the households surveyed expressed interest in a cable television series "specially produced for working people," and 53 percent of cable viewers said they would like to see a labor news program on their systems. LIPA said the data on viewer interest compare favorably with viewer interest in such services as contemporary music, women's programming, culture, education courses and financial news.

The ELRA study also focused on specific viewer reaction to LIPA's 10-week experimental labor cable series, "Cableline," which was seen on cable channels in Atlanta, Pittsburgh and Seattle last fall.

In a sample of 800 actual viewers, ELRA found that a high percentage of viewers gave the daily series high marks, including 87 percent of union members and 73 percent of non-members who found the weekly newscast interesting and informative. Of those viewers, 71 percent said the "LaborVision" news program was "as good or better" than any other cable programming on their systems. CableLine's "Images of Labor" documentary series was praised by 90 percent of union viewers and 79 percent of non-member viewers.

These results parallel findings from Arbitron Ratings which studied reactions to "America Works," LIPA's half-hour weekly public affairs program broadcast in 1983 and early 1984 on 36 commercial stations reaching about 60 percent of U.S. viewers.

In that study, 87 percent of 314 actual viewers in Detroit, Cincinnati and Nashville rated "America Works" interesting and worth watching again, and the viewers said they would also be likely to watch other television programs that discuss the concerns of workers.

Kirkman said the results from the two studies confirm that "there is an audience of union members and other workers who want television that reflects their concerns, problems, hopes and dreams as workers." He said LIPA will use the findings in planning new labor-oriented television programming.

14 states post double-digit jobless rates

Continued from Page 1

The states with double-digit unemployment—three more than the month before—were Alabama, Alaska, Indiana, Louisiana, Michigan, Mississippi, Ohio, Oregon, Pennsylvania, Tennessee, Washington, West Virginia, plus Puerto Rico and the District of Columbia.

Among the states, West Virginia posted the highest rate—at 15.7 percent. Puerto Rico still led all major jurisdictions with a rate of 20.4 percent. The lowest rates were reported by Connecticut, 4.5 percent, Kansas, 4.9 percent, and New Hampshire, 4.3 percent. State and local employment data are not adjusted for seasonal variations.

Michigan reported a jobless rate of 11.9 percent for December. The state has registered unemployment rates of 10 percent or more for four full years, making it the state with the most prolonged period of high joblessness.

West Virginia has had double-digit rates for the past three years.

The most widespread employment gains last year were in services and wholesale and retail trade, where most states posted increases, the government said. Employment in mining, construction, transportation and public utilities was higher in about half the states.

Rate declines

Unemployment rates fell by 2 percentage points or more in 23 states between December 1982 and December 1983, the Labor Dept. said. In contrast, during the recession year of 1982 jobless rates increased in all 50 states and the District of Columbia.

Jobless rates fell by 2 percentage points or more over the year ended last December in 101 of the 231 metropolitan areas for which data were available. Areas with the largest decreases were Youngstown, Ohio, and Racine, Wis. The area with the largest over-the-year increase was Lubbock, Tex.

The highest area jobless rate last December was in Laredo, Tex., 22 percent. The McAllen-Pharr-Edinburg, Tex., area was next at 19.2 percent. Both rates reflected the continuing labor market problems on the U.S.-Mexican border, the government said.

Health coverage continued for Crucible Steel retirees

Midland, Pa.—The Steelworkers reached agreement with Colt Industries on maintaining health care coverage for several thousand pensioners and their families that the company threatened to cut off.

The agreement extends the benefits through June 30, 1985, and defers a USWA lawsuit that accused the company of breaking its contract with the union.

Colt theatened to eliminate medical benefits for 4,118 retirees, 3,168 spouses and 1,180 dependents on Feb. 4 if no new plan could be negotiated to curb health care insurance costs. Colt claimed it was no longer contractually obligated to pay health benefits after 1983 for workers who retired from the company's Crucible Steel plants in Midland, Pa., and Pittsburgh.

Under the new agreement, the company will continue to fully pay for medical insurance through March 1984, at which time each family will incur monthly premiums ranging from $5 to $25 depending on whether one or both spouses are eligible for Medicare. In addition, $25 deductibles have been instituted for the first four emergency room visits, a $100 deductible for the first day of a hospital stay and a $300 deductible limit for each family.

The new agreement, which was approved by pensioners, was added as a stipulation to the union's suit before the U.S. District Court for Western Pennsylvania. The stipulation calls for the union and the company to "use their best efforts to implement a second opinion for surgery and pre-admission certification requirements."

A grass-roots campaign by the union, the pensioners and their families focused public attention on the company's efforts to end the medical coverage as national media offices were flooded with handwritten letters describing the retirees' plight.

Had the company been successful in ending the benefits, the pensioners would have had to pay more than $210 a month for comparable health insurance coverage.

Ohio unionist named to state employee board

Columbus, Ohio—William P. Sheehan, executive secretary-treasurer of the Cincinnati AFL-CIO, has been appointed to the State Employment Relations Board by Gov. Richard Celeste.

The three-member panel will administer the state's new public sector collective bargaining law which goes into effect in April 1984.

Sheehan is taking a leave of absence from the city central body to serve on the state board and Rep. Dan Radford of the Firemen & Oilers is serving as acting secretary-treasurer.

Three other unionists were appointed to the Public Employment Advisory & Counseling Effort Commission in Ohio. They are Joyce Wollenberg of the Auto Workers, Robert Brindza of the State, County & Municipal Employees and Richard Loy of the unaffiliated Teamsters.

Frank Fernbach dies, noted labor economist

Frank L. Fernbach, a highly regarded economist with a lifelong commitment to the labor movement, died of cancer Feb. 15 at the age of 73.

Before his retirement in 1976, Fernbach served as assistant to former Steelworkers President I. W. Abel. His ties with the union date back to 1937, when he joined the staff of the new CIO Steel Workers Organizing Committee after receiving his economics degree from the University of Wisconsin. He worked as an organizer and as a union educator.

After World War II, he joined the CIO staff as assistant research director and held the same post after the AFL-CIO merger.

Fernbach returned to the Steelworkers in 1967.

Survivors are his wife Ann and two sons.

UAW, Ford offer worker education, training programs

Dearborn, Mich.—The Auto Workers and Ford Motor Co. are providing an education and training program for the company's 109,000 active employees represented by the union, as well as an expansion of educational aid to laid-off workers.

UAW members at Ford plants may choose from six "personal development" programs including pre-paid tuition assistance of up to $1,000 for formal education, career and educational counseling, basic skills education, a college-level associate degree program, pre-retirement counseling and other specialized education and training opportunities.

The UAW and Ford will also establish three new re-employment assistance centers to help some 13,000 laid-off Ford workers in Michigan.

The centers will offer vocational and educational counseling, retraining programs, job placement and referrals to community agencies.

Similar centers are already in place in Sheffield, Ala., and San Jose, Calif., where workers have lost their jobs to plant closings.

The UAW said about 5,000 laid-off Ford employees in other areas have participated in the employee development and training programs that have been funded by the company under the 1982 UAW-Ford contract.

EDITORIALS

A Radical-Right Bomb

IT'S TIME to defuse a ticking bomb that could wreck the economy, demolish the Constitution, or both.

The threat comes from a decade-long effort by right-wing groups to get an absolutely phony "balanced budget amendment" written into the U.S. Constitution.

It is a clear and present danger because 32 of the required 34 states have petitioned for a constitutional convention to initiate such an amendment. And there are heavy pressures to get legislatures in two more states to go along.

So phony is the amendment that President Reagan gives it his enthusiastic support—even as he sends Congress budgets that project deficits vastly greater than those of any previous administration. So much for right-wing rhetoric.

The threat, of course, is not from the rhetoric. The very real danger is that:

(1) A constitutional convention with uncertain powers will be convened under an amendment procedure authorized by the Constitution but never before used. Not even constitutional scholars agree on whether there are any limits on the type of constitutional changes that a runaway convention could initiate.

(2) To avoid the perils of a constitutional convention, members of Congress who know better will nevertheless approve an amendment that would be unworkable and mischievous at best, counting on the good sense of state legislatures to refuse to ratify it.

(3) Whether proposed by constitutional convention or by Congress, such an amendment will be ratified by the states. With all the clamor about huge Reagan deficits, what legislator wants to be stuck with a vote against a balanced budget?

IN 1982, the AFL-CIO Executive Council launched an emergency grass-roots campaign that was instrumental in defeating the balanced budget amendment in the House of Representatives —after it had sailed through the Senate. But the nature of the beast makes this a perpetual battle.

True, most of the 32 state resolutions for a constitutional convention were adopted in 1975 or soon thereafter, before the threat was fully recognized. But they remain in effect, nevertheless.

Constitutional amendments adopted by Congress and submitted to the states for ratification normally carry a time limit. But there is no such limit on petitions for a convention. So the bomb keeps ticking.

One solution, which AFL-CIO central bodies are pushing in states where it seems feasible, is action by legislatures to withdraw petitions for a constitutional convention that were adopted years ago.

That makes sense—much more sense than for Congress to let itself get blackmailed into approving the amendment as supposedly a "lesser evil" than a constitutional convention.

The members of state legislatures and of Congress know or should know by now that they are endangering both the Constitution and the prospect for economic stability by supporting such an amendment.

They should also be made aware that a big hunk of their constituents know this also.

No Price Tag

SOME POLITICAL writers have tried to put a dollar figure on the supposed "value" of the AFL-CIO's endorsement to Walter Mondale's presidential candidacy.

Several of the estimates have been highly flattering, but they all miss the point.

It is not dollars that the trade union movement brings to the Mondale campaign. It is the enthusiasm of working men and women.

That enthusiasm cannot be purchased or traded. It must be earned.

And Fritz Mondale has earned it.

'Shape Up!'

Washington Window

New Reagan attack likely on social security benefits

By Press Associates, Inc.

If President Reagan is re-elected, will he continue to beat up on the elderly and the disabled by attacking their social security health and disability benefits?

That would appear to be in the cards.

There will be a search for big cutbacks in 1985 to try to bring Reagan's record deficits under control and avert another severe recession. It was Reagan's 1981 tax cuts of $750 billion for business and the rich, depriving the government of revenue, along with the military build-up and deep recession that sank the nation into red ink.

So now, just as Reagan and budget chief David Stockman saw the old age pension crisis as an opportunity to carve out billions in cutbacks in 1981, they see the Medicare crisis and disability programs as new opportunities.

They miscalculated the political factor on social security in 1981. A storm of protest swept the nation. The Senate rejected the Reagan cutback proposals, 96-0.

Still, Stockman confessed in the famous Atlantic magazine interview in late 1981 that Reagan "believed it was the right thing to do" to cut social security. If it could be done over, Stockman said, "you should have the President go on TV and give a 20-minute fireside chat, with some nice charts . . . You could have created a climate in which major things could be changed."

Bipartisan reforms

In 1983, bipartisan reform of the old age insurance program was achieved through difficult compromises.

In a recent issue of Fortune magazine, Stockman offered his assessment of budget problems.

Asked what went wrong, Stockman said: "Our biggest failure was that we didn't create a much bigger and better package of spending cuts in the beginning. We should have gone after the big boulders—the social insurance programs. The rest of the budget is thousands of little pebbles."

If Reagan is re-elected, will he attack the entitlement programs? Stockman told Fortune, "There are a lot of dreamers on this point, including in the Administration."

Next year's targets

Stockman recently told Congress that targets for cutbacks in 1985 should include Medicare and Medicaid, veterans' health care, federal jobs and pensions, student aid and farm price supports.

For his part, candidate Reagan may be a dreamer but he is keeping mum. In a Wall Street Journal interview, Reagan recalled that his social security snafu "became the political issue of 1982." The Democrats gained 26 House seats, with voters citing high unemployment and the threat to social security as their chief concerns.

Reagan has been carrying on a "war on social security" for 20 years, according to Ronnie Dugger in his book, "On Reagan."

"If he is re-elected, he can be expected to continue to carve away on it," Dugger writes. "He favors a new system; he wants social security cut down to the poor and then, no doubt, the remnant transferred to the states or anyplace else where it will disappear. . . . He would like to see it destroyed."

But Reagan may have been outsmarted by Franklin D. Roosevelt, who regarded the Social Security Act as one of his greatest achievements. He favored a payroll tax for social security for a reason.

"We put those payroll contributions there so as to give the contributors a legal, moral and political right to collect their pensions and their unemployment benefits," Roosevelt said. "With those taxes in there, no damn politician can ever scrap my social security program."

AFL-CIO news

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LEGISLATIVE ALERT!

Issues Are Moving in Congress on a Fast Election-Year Timetable

Congress is not expected to get much accomplished between summer and the November election, because members will wish to be back home campaigning as much as possible. So the House and Senate are focusing their attention to conclude action this spring on the top priorities.

Please urge your legislators to support labor's point of view on the following issues. Write now, while there is still time to affect the outcome.

CORPORATIONS' 'FAKE 'BANKRUPTCIES': AFL-CIO WORKS TO SEE LAW CLARIFIED, INJUSTICES ENDED

Continental Airlines Chairman Francisco Lorenzo, after he declared the airline bankrupt, fired two-thirds of its unionized employees, cut wages and benefits by 50 percent for the remaining workers, and tore up the pension plan and other collectively bargained rights, now says that the situation has improved. By the end of 1984 the airline will no longer be bankrupt, he says.

Apparently Lorenzo thinks bankruptcy is like a light switch. Flick, bankruptcy on, rip up your contracts, hire strikebreakers, flick, bankruptcy off, all better.

This is not the way the law was designed to work. The law has held that a simple desire to fire a unionized work force and replace it with non-union workers is not a good enough reason to declare bankruptcy. Bankruptcy is meant as an escape hatch for companies in terrible financial shape. If that is the case, unions are willing to negotiate in order to save jobs. And if the company does file for bankruptcy, union contracts should have priority over the company's bills.

The case of Continental and a few others are aberrations; the question is how to get a Republican Senate to do something to clarify the law. The AFL-CIO is working to find an acceptable way to prevent any more end-runs around the law.

WHAT YOU CAN DO: Urge your Representative and Senators to support clarification of corporate bankruptcy law to prevent abuse in cases like Continental or Wilson Foods.

KIRKLAND SPEAKS OUT AGAINST DEATH SQUADS, FOR HUMAN RIGHTS IN EL SALVADOR

The Reagan Administration has drawn a hard anti-Communist line in Central America, but is very quiet regarding political murders occurring in El Salvador at a rate of about 40,000 since 1979. The AFL-CIO has been in the forefront of efforts to promote agrarian reform in that country while putting a stop to the bloodshed.

AFL-CIO President Kirkland, as a member of the so-called Kissinger Commission, broke the polite protocol when he had a chance to confront Roberto D'Aubuisson, currently a top candidate for President of El Salvador and by almost all accounts a key figure in the esquadres de muerte--death squads.

Kirkland stood up to D'Aubuisson, and later insisted that the Central American Commission's official report back "conditioning." That is, conditioning U.S. dollars, without which the Salvadoran government could not survive, on a real--not just rhetorical--end to the murders.

WHAT YOU CAN DO: The House already has voted to hinge U.S. military aid to Salvador on a crackdown against the death squads. Urge your Senators to do the same.

FAIRNESS IN BROADCASTING UNDER ATTACK

Under the "fairness doctrine" and equal-time rules of the Federal Communications Act, television and radio stations, when they discuss a controversial matter, must attempt to deal fairly with all sides of the issue. And when they present an editorial opinion, they must provide free air time to those with opposing viewpoints. Labor unions have made use of these rules to air workers' views of controversial issues, particularly collective bargaining disputes.

The reason broadcasters are subject to such requirements, while newspapers and magazines are not, is that broadcasters enjoy monopoly rights on their particular broadcast frequencies. In exchange for an exclusive license to use a frequency, the TV or radio station agrees to the fairness doctrine and equal time rules.

Sen. Bob Packwood (R-OR) has introduced legislation (S. 1917) that would repeal the fairness doctrine and equal time rules. His argument is that the advent of new cable channels makes it unnecessary to require any single broadcaster to be fair, because those with opposing views can go to another station. Obviously this is not practical, especially in the many communities that do not have any access to cable.

WHAT YOU CAN DO: Urge your Senators to oppose S. 1917 and to maintain the equal time and fairness doctrines.

PENSION PROTECTION BILL INTRODUCED FOR TELEPHONE COMPANY EMPLOYEES

Legislation has been introduced to guarantee that telephone company employees won't lose their pension rights if they are transferred from AT&T to a new regional telephone company under the court-ordered divestiture of "Ma Bell." Sen. Frank Lautenberg (D-NJ) has said he will introduce the pension protections, possibly as an amendment to another bill, and Rep. Matthew Rinaldo (R-NJ) has introduced H.R. 4636 on the House side to offer the service credit protection.

Without such legislation, phone company workers with as much as nine years of service could lose credit for those years in applying for a pension. Those with 10 years or more who are already vested would find that two small pensions--one from AT&T and another from the new phone company--would not add up to what they had been promised in their collective bargaining through all their years of employment.

The legislation also would protect other length-of-service-based benefits, such as job bidding rights and seniority.

WHAT YOU CAN DO: Urge your Representative to support H.R. 4636, and your Senators to support the pension protections for phone company employees to be offered by Sen. Lautenberg.

First Step To Rebuild U.S. Industry Clears House Panel; Additional Cosponsors Are Needed

The AFL-CIO-backed industrial policy bill cleared its first hurdle as it passed the House Banking Subcommittee on Economic Stabilization. It now goes to the full Banking Committee. The odds of favorable action in full committee and on the House floor will improve as more members cosponsor the bill, so you can help by urging your Representative to sign on. This issue will receive much attention in coming months, but time is short for Congress to begin action on a bill.

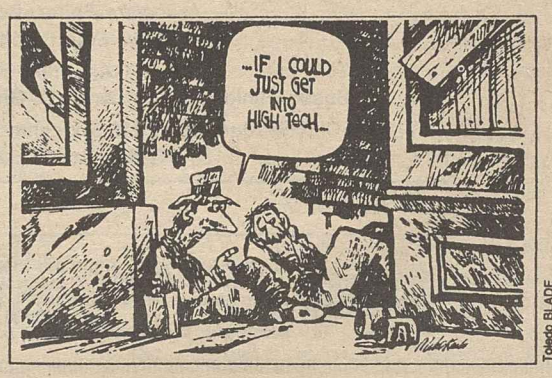
H.R. 4360 would create a high-level advisory council composed of labor, management, government, academic, and public-interest group officials to recommend long-term strategies to improve American industry. It also would provide loans and loan guarantees to help older industries modernize their plants and help new, high-growth industries with research and development.

WHAT YOU CAN DO: Urge your Representative to cosponsor H.R. 4360, the LaFalce industrial policy bill. Particularly important at this juncture are members of the House Banking Committee, listed at right. Subcommittee members' votes are indicated.

HOUSE BANKING COMMITTEE

Democrats		Republicans	
St Germain (RI)	Garcia (NY)	Wylie (OH)	W- Wortley (NY)
Gonzalez (TX)	Lowry (WA)	W- McKinney (CT)	W- Roukema (NJ)
R- Minish (NJ)	R- Schumer (NY)	Hansen (ID)	Lowery (CA)
Annunzio (IL)	Frank (MA)	Leach (IA)	W- Bereuter (NE)
Mitchell (MD)	Patman (TX)	W- Paul (TX)	Dreier (CA)
R- Fauntroy (DC)	R- Coyne (PA)	W- Bethune (AR)	Hiler (IN)
Neal (NC)	Roemer (LA)	W- Shumway (CA)	W- Ridge (PA)
Patterson (CA)	Lehman (CA)	W- Parris (VA)	Bartlett (TX)
Hubbard (KY)	R- Morrison (CT)	McCollom (FL)	
R- LaFalce (NY)	R- Cooper (TN)		
D'Amours (NH)	R- Kaptur (OH)		
R- Lundine (NY)	Erdreich (AL)		
R- Oakar (OH)	R- Levin (MI)		
R- Vento (MN)	Carper (DE)		
Barnard (GA)	R- Torres (CA)		

R = Voted right in subcommittee
W = Voted wrong in subcommittee



Toledo BLADE

AFL-CIO news

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MEMO FROM COPE
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Council warns Reagan policies pose long-term economic peril

House Speaker Thomas P. "Tip" O'Neill reviews prospects of labor-backed legislation for AFL-CIO President Lane Kirkland and the Executive Council.

Kirkland condemns failure to address basic problems

By John M. Barry

Bal Harbour, Fla.—The Reagan Administration was roundly denounced by the AFL-CIO Executive Council for pursuing "unrealistic" budget and economic policies that "threaten the soundness of our economy for years to come."

In a statement adopted at its winter meeting here, the council pointed particularly to the Administration's huge budget deficits—projected at $180 billion to $200 billion a year over the next several years.

Deficits of that size, the council warned, "may soon tip the economy into yet another Reagan recession. The deficit must be reduced by stronger economic growth, increased federal revenues and lower military expenditures."

Federation President Lane Kirkland, at a news conference on the opening day of the council meeting, told reporters that the huge federal deficit is a "time bomb" the Administration has left ticking away that ultimately will exact a price. Charging that the Administration since taking office has failed to address any of the "really basic" economic problems facing the country, Kirkland said:

"We have 8 percent official unemployment in the midst of what is advertised as a boom, which is about a million more people unemployed than at the depths of what was a recession in the previous Administration.

Deficit reasoning

"We have a deficit of enormous and mounting proportions. We have an Administration which somehow—after having campaigned for many, many years on the proposition that the deficit is the root of all evil and promising its elimination—this year has magnified the deficit and multiplied it beyond all comprehension."

In separate statements, the council detailed the impact of the record U.S. trade deficit and the high real interest rates that have resulted from policies of the Administration and the Federal Reserve Board.

Meeting with the council at its opening session, House Speaker Thomas P. "Tip" O'Neill, Jr., reviewed the differences the Democratic leadership in Congress has had with the Reagan White House and discussed the prospects for pending legislation of interest to organized labor.

Also visiting with the council was Andre Bergeron, secretary general of Force Ouvriere, the French labor federation, who noted the long history of cooperation between his organization and the AFL-CIO and discussed economic developments in France and other European nations.

Kirkland reported to the council on his work as a member of the National Bipartisan Commission on Central America, known more familiarly as the Kissinger commission, and a council statement ac-

Continued on Page 3

Congress urged to act

Bankruptcy decision guts contract rights

By David L. Perlman

The AFL-CIO will press Congress to tighten federal bankruptcy law so as to repair the damage done by a Supreme Court decision that allows employers to tear up union contracts almost at will—without first demonstrating that such a drastic action is necessary for the firm's survival.

Just hours after the Supreme Court decision, House Judiciary Chairman Peter W. Rodino, Jr. (D-N.J.) introduced legislation to reverse the court's misreading of the intent of Congress. The AFL-CIO Executive Council, meeting in Bal Harbour, Fla., welcomed Rodino's move and committed the federation to an all-out effort "to assure that Congress corrects the Supreme Court's mistake and vindicates national labor policy."

Employer abuse of the bankruptcy process to break union agreements "has the gravest implications" for the collective bargaining system, AFL-CIO President Lane Kirkland told reporters.

Under the Supreme Court's unanimous decision, the justification required by a bankruptcy judge for the abrogation of a collective bargaining agreement would be somewhat greater than that required for cancellation of a business contract—but not much.

Too strict a standard of justification, the court contended, would be at odds with the "flexibility" it said Congress intended for the bankruptcy process. It concluded that the only strictures of federal labor policy that need to be served is that the bankrupt company make "reasonable efforts" to reach a voluntary agreement with the union. But it would not be necessary for the parties to have "bargained to

Continued on Page 6

Human rights tie termed essential for Salvador aid

Bal Harbour, Fla.—The Reagan Administration is undermining bipartisan efforts at achieving basic social, economic and political reform in Central America by not insisting that military aid to El Salvador be linked to "demonstrated progress" toward ending human rights abuses in the strife-torn country, the AFL-CIO charged.

An Executive Council statement scored the Administration for seeking to evade a recommendation of the National Bipartisan Commission on Central America calling for such conditionality. The commission, headed by former Sec. of State Henry A. Kissinger, submitted its recommendations in a report last month which closely parallels the position of the AFL-CIO.

Continued on Page 2

Union foes to set up spy network

The National Right to Work Committee says it plans to spend at least $100,000 to hire private detectives to infiltrate and spy on union political operations.

This unusual public announcement of an espionage operation was made by the committee's president, Reed Larson, at a Washington news conference.

Incredulous reporters wondered if it were a spoof. But Larson insisted that his organization was prepared to make "a major commitment" that would run to "six figures" in order to penetrate "Big Labor's massive political apparatus."

The National Right to Work Committee raises money through contributions from employers and other foes of what it terms "compulsory unionism." It campaigns for state laws to make union shop agreements illegal.

In response to questions, Larson said he saw nothing wrong with using employer contributions to spy on unions. It would be illegal only if directed against union organizing efforts, he contended.

But Larson insisted that labor support for Walter Mondale's presidential campaign is "clearly immoral," even when union spending is lawfully confined to activities involving only union members and their families.

Complaint filed

Larson said his committee is backing a complaint filed with the Federal Election Commission alleging that the AFL-CIO, various state federations, and the unaffiliated National Education Association overstepped legal boundaries in assisting the Mondale campaign.

The complaint, which was based largely on newspaper clippings quoting political opponents of Mondale, was filed by Bud Hettinga, whom Larson identified as a former Democratic member of the New Mexico legislature who was defeated for re-election because of union opposition.

At Bal Harbour, Fla., AFL-CIO President Lane Kirkland told reporters covering the federation's Executive Council meeting that the AFL-CIO has been "quite scrupulous in observing the requirements of the law."

The Right to Work Committee's allegations, he suggested, were "tactical moves" to try to create a cloud over labor's legitimate political activities.

At the Washington news conference, Larson said he has talked to two firms of private investigators about his planned infiltration campaign. But he would not identify them and said he will not make any announcement of a selection.

Larson said the investigators would use "all lawful means" to gather information. He said a "blue-ribbon panel of legal experts" recruited by the National Right to Work Committee will review the findings and consider further steps.

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2/25/84

Executive Council addresses issues ranging from the economy to aid to El Salvador and international trade.

Progress on human rights demanded as condition of arms aid to Salvador

Continued from Page 1

In its report, the 12-member panel clearly stated that military aid to El Salvador should, "through legislation requiring periodic reports, be made contingent upon demonstrated progress toward free elections, freedom of association, the establishment of the rule of law and an effective judicial system, and the termination of the so-called death squads, as well as vigorous action against those guilty of crimes and the prosecution to the extent possible of past offenders. These conditions should be seriously enforced."

Convention position

This was also the position adopted by the federation at its 1983 convention in a resolution that said:

"The AFL-CIO reiterates its insistence that aid to the government of El Salvador be contingent upon its progress in implementing the land reform program, protecting trade union rights, establishing a just judicial system, and bringing the right-wing 'death squads' under control. Until we are satisfied that progress is being made in these areas, the AFL-CIO will not support military aid to the government of El Salvador."

The Administration, however, has opposed legislation requiring President Reagan to certify progress in these areas as a condition for providing military aid to El Salvador. Its request for a fourfold increase in such aid this year skirts this condition, and thus violates a central principle of the Kissinger report, the council charged.

"The AFL-CIO is not convinced that the government of El Salvador has met the conditions set forth in the report, and we therefore do not support military aid to that government at this time."

Federation President Lane Kirkland was a member of the Kissinger commission, which also called for prosecution of those involved in the January 1981 murders of Michael Hammer and Mark Pearlman of the AFL-CIO's American Institute for Free Labor Development.

The council said that human rights violations in Central America were rooted in "indigenous and long-festering social, economic, and political injustices," and that these injustices were perpetuated by violent right-wing extremists and exploited by forces backed by the Soviet Union and Cuba.

Similarly, the Kissinger report observed, that "until rapid progress can be made on the political, economic, and social fronts, peace on the military front will be elusive and fragile."

The council said it supported the Kissinger commission's proposal that a Central American Development Organization (CADO) be created to provide a continuous approach on economic and social development in the region.

Limited membership

CADO's membership initially would be limited to the seven countries of Central America—Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and Panama—and to the United States, with each country's delegation including representatives of a labor, business and/or government.

Such a tripartite structure, similar to that of the International Labor Organization, would strengthen the role of the democratic trade union movement throughout Central America, the Executive Council said.

In addition, the Kissinger commission stipulated, Central American participation in CADO would "turn on acceptance of and continued progress toward the protection of personal and economic liberties, freedom of expression, respect for human rights, and an independent system of equal justice and criminal law enforcement."

Unified task

CADO's operating body, in which each member country would be represented, would have the task of promoting establishment of a Central American common market and encouraging assistance to the region from western European nations, Canada, Japan and other Latin American countries in much the same way the foreign ministers of the so-called Contadora group of nations—Venezuela, Mexico, Panama and Colombia—have sought solutions to the region's problems over the past year.

The Executive Council noted in its statement that the Kissinger commission was conceived not by the Administration but by congressional leaders, notably the late Democratic Sen. Henry M. Jackson (D-Wash.), Sen. Charles Mathias (R-Md.) and Rep. Michael Barnes (D-Md.), who understood the importance of free trade unionism in the development of political democracy and social justice in Central America.

In participating in the work of the commission, the council said, the AFL-CIO sought to ensure that the views and interests of the trade unions of Central America with which it has warm fraternal relations were effectively represented.

"The Executive Council believes that the commission's report reflects their—and our—hopes for the region's progress," the council statement said.

High interest rates seeding new recession

Bal Harbour, Fla.—The AFL-CIO Executive Council warned that high real interest rates, currently running at their highest levels since World War II, are "sowing the seeds of the next recession."

The council, in a statement adopted at its winter meeting here, called on the Reagan Administration and the Federal Reserve Board to reverse the policies that are keeping interest rates high and thus distorting the economy.

"Excessive interest rates are a tax that Americans pay to bankers instead of to their government," the council said. Such rates, the statement stressed, contribute to the overvaluation of the dollar, the curtailment of public and private investment and the pricing of houses out of the reach of most workers.

"The result is the loss of existing jobs and persistent high levels of unemployment," the council observed.

It noted that the overvaluation of the dollar has been a major factor in the record U.S. trade deficit.

The council attributed continuing high interest rates to the Federal Reserve Board's tight-money policies and the Reagan Administration's huge budget deficits. It urged a reversal of the Fed's policies and reduction of the deficits through action to raise federal revenues and curb the build-up of military spending.

The statement also called on Congress to re-establish the standby credit control authority that expired in June 1982 and to broaden the membership of the Federal Reserve Board to include representatives of organized labor, small business, agriculture and consumer groups.

ILA members approve settlement in Boston

Longshoremen in Boston overwhelmingly ratified a supplement to the union's new master contract, ending the last of several strikes by ILA members at East Coast ports.

The Boston settlement, approved by a vote of 260 to 30, provides for a guaranteed annual income over the next three years. The pact calls for 1,500 hours of guaranteed pay in the first year, 1,600 in the second year, and from 1,650 to 1,800 in the final year.

Contract settlements in Baltimore, Philadelphia and Providence, R.I., earlier ended walkouts by ILA members at those ports.

The supplement, part of a master agreement reached last month with Atlantic and Gulf Coast shippers, increases job security for ILA members by requiring vessel operating companies at some 36 ports to use only facilities employing union personnel.

Job-gutting import surge tied to faulty policy

Bal Harbour, Fla. — The Reagan Administration's outdated policies have intensified the nation's foreign trade crisis and left the U.S. economy "virtually defenseless" against the surging tide of imports, the AFL-CIO Executive Council charged.

A statement by the council cited the record trade deficit of $69 billion in 1983, including a $38 billion deficit in manufactured goods. It noted that despite the resulting loss of jobs and income, the Administration continues "to oppose positive action" to defend the interests of American workers.

Lip service

The Administration's "free market" rhetoric "does not reflect the trading practices of other countries and does nothing to solve America's trade problems," the Executive Council declared.

"The AFL-CIO continues to advocate a system of fair trade among nations," the council said. "Those who denounce our fair-trade proposals as 'protectionism' contribute nothing to the solution of the international trade crisis. We insist that all nations play by the same rules."

The council pointed out that last year's record U.S. trade deficit was caused in large part by the overvaluation of the dollar, which since July 1980 has risen nearly 57 percent against the currencies of other major trading nations.

"While these distorted exchange rates have had a devastating impact on the domestic economy, the Reagan Administration nevertheless continues the same monetary and fiscal policies that caused this situation," the council charged.

"Although tariff and non-tariff barriers are all but universal among America's trading partners, the U.S. economy remains virtually defenseless, and the Reagan Administration's fixation with 'free trade' hinders the adoption of realistic policies."

The council reiterated the federation's call for policies "that reflect international trading realities" and for the abandonment of outdated economic theories "before the industrial base of our country is totally undermined."

It reaffirmed labor's opposition to the Reagan Administration's requests for more tariff-cutting authority and its proposals for renewal of the Generalized System of Preferences, which permits duty-free imports from some countries.

Council recommendations

On specific foreign trade issues, the council urged:

- Legislation to tighten and streamline relief for industries and workers harmed by imports and to strengthen and enforce curbs on unfair trade practices.
- Passage of domestic content requirements to preserve the American automobile and auto parts industries.
- Adoption of steel import quotas coupled with steps by the U.S. steel industry to modernize its operations.
- Congressional action to reduce the job-destroying influx of garments, textiles and footwear now inundating U.S. markets.
- Legislation to revive the U.S. maritime industry by assuring a strong shipbuilding base and a fair share of cargoes for U.S.-flag shipping.
- Funding of the Export-Import Bank to reflect the needs of domestic industry in the export arena and also to provide for domestic purchase of U.S. products to offset foreign subsidies.
- Assurance that a significant portion of raw materials destined for export, such as grains and logs, are processed in this country.
- Adoption of policies to re-establish and maintain domestic electronic and television industries.
- Continued prohibition of Alaskan oil exports along with continued use of U.S.-flag vessels to distribute the oil to all regions of the country.

Council blasts Reagan policy failures

Huge budget deficit scored as 'time bomb' ticks away

Continued from Page 1

cused the Reagan Administration of seeking to evade the commission's recommendations on conditions for military aid to El Salvador.

Also in the area of international affairs, another council statement deplored the plans of West Germany to supply sophisticated weapons to Saudi Arabia and urged the U.S. government to seek reversal of the decision.

The council expressed its sorrow at the death of Vice President Lloyd McBride on Nov. 6, 1983. It described the late president of the Steelworkers as "a tireless fighter for human rights, collective bargaining, fair trade and worker health and safety."

On the second day of their five-day meeting, the council members took a turn on an informational picket line in Miami Beach. Led by Kirkland and President Robert A. Georgine of the Building & Construction Trades Dept., they joined members of the Miami area Building Trades, the South Florida AFL-CIO and other trade unionists in demonstrating against the anti-union policies of the Associated Builders & Contractors who were then meeting at a Miami Beach hotel.

Internal affairs

In other action, the council unanimously declined a request for a charter from the National Union of Hospital & Health Care Employees, which is a division of the Retail, Wholesale & Dept. Store Union and is known more generally as District 1199. In response to reporters' questions, Kirkland stressed that the responsibility for resolving controversy between the divisions of an affiliated unit and the parent union rests with the officers of the parent union. The federation can intervene in such a controversy only on request of the national union, he noted, and the RWDSU's position is that the union's own constitutional procedures "are sufficient to effect a fair resolution of the matter."

Reports were presented by Vice President Gerald W. McEntee for the council committee on the federal budget; former Vice President William Sidell, who represents labor on the commission dealing with issues growing out of the Panama Canal treaties; International Affairs Director Irving Brown on the outlook for the annual conference of the International Labor Organization in Geneva next June; COPE Director John Perkins on the results of the Iowa Democratic Party caucuses, and Research Director Rudy Oswald on the outlook for the U.S. economy.

In its statement on the national economy, the council charged that President Reagan is putting his re-election above the fundamental issues for workers—"jobs, fairness and a future with opportunities for all."

Failed experiment

The Administration's "supply-side, trickle-down experiment" has failed, the council said, adding:

"It is time to face reality by restoring adequate tax revenues, returning the corporate income tax as a major contributor of these revenues and closing loopholes that allow the wealthy to escape their fair share of taxes. The rapid buildup in military expenditures must be curbed, and the destruction of domestic programs must be stopped."

To achieve progress toward a full-employment economy, the council specifically urged enactment of legislation to establish a national industrial policy, create a program of public service jobs, finance the reconstruction of vital public facilities, provide protection for workers and communities hit by plant closings, and require that automobiles sold in this country include specified percentages of domestically produced parts.

On the issue of fairness, the council called for reversal of the "tax giveaways" to the wealthy and corporations enacted in 1981. It said a progressive income tax based on ability to pay "must remain a fundamental principle of the tax system."

Burden on workers

"New proposals to heap more of the burden on workers through such regressive devices as value-added taxes, consumption taxes, and flat-rate income taxes must be rejected," the council declared.

A background paper issued with the statement on the national economy outlined the federation's program to recover some $49.3 billion of the $165 billion in revenues that will be lost in 1985 alone because of the Reagan Administration's 1981 tax giveaway. The AFL-CIO proposals call for capping the last installment of the Reagan tax cut for individuals at $700, repeal of the tax indexing provisions, and elimination of some of the worst loopholes that have enabled corporations to escape paying a fair share of the tax load.

AFL-CIO President Lane Kirkland fields questions from news reporters between sessions of the Executive Council's winter meeting in Bal Harbour, Fla.

Kirkland pointed out at a news conference that no matter who wins the November election, "in calendar year 1985 there's going to have to be a very big tax bill . . . and the real issue is what kind of a tax bill and who's going to be required to pay it."

The council noted that the only significant revenue proposal of the Administration would impose a tax on health insurance of workers and their families, a proposal that will be strongly opposed by organized labor.

Fairness issue

Other aspects of the fairness issue, the council statement said, point up the need for health care protection for the unemployed, containment of the costs of health care while protecting the wages and benefits of health care workers, energy price controls, and an end to sex-based discrimination in pensions and insurance.

The council also called for consumer protection on telephone rates and service with adequate safeguards for the pension rights of telephone workers, amendment of the bankruptcy law to prevent its abuse by corporations seeking to escape their obligations to workers and consumers, and legislation to bar companies that violate the federal labor law from receiving federal contracts for up to three years.

To achieve a better future for all citizens, the council urged Congress to make a start toward the goals of adequate funding of the nation's educational needs, training and retraining of adult workers, particularly those affected by industrial dislocation, and protection of workers' pension rights.

"Congress should start to deal with these issues now, but only with the election of a new Administration can these principles be achieved," the council declared.

At his news conferences, Kirkland dealt with a variety of subjects. Among his responses to reporters' questions were:

- "We advocate a continuing strengthening of America's defense capacity, but at a lower rate of expenditure than that on which the Administration has embarked. And we most particularly favor a more equitable means of financing it, so that those who have enjoyed to the greatest extent the benefits of freedom in this country bear their fair share of the burdens of defending freedom.

"The position of this Administration clearly is that the rich and the fortunate ought to be exempted from those costs, and those costs ought to be borne by the least fortunate in our society. That's been the thrust of their approach to the defense question. And, I believe, as a consequence, this Administration has drastically weakened the body of support among the public for an adequate national defense."

A strong ally

- "The key to progress in the Middle East is, I think, a full and frank recognition that we have an ally—one ally, one dependable ally—in the Middle East, and that is the State of Israel. We ought to do nothing to weaken or undermine the position of that democracy. Contrary to what seems to be wisdom in many quarters of the foreign policy establishment, the problems, the conflicts, the burning issues in the Middle East are in no case the fault of Israel or the result of Israel's presence.

"I know of no conflict, crisis or issue in the Middle East that would be improved or resolved in any way if Israel didn't exist. Iraq would still be fighting Iran; Syria would still be at enmity with many of its other neighbors, probably would have gobbled up Lebanon long since, and would still be a threat to Jordan; and those conflicts would continue."

- "I rate (President Reagan's) performance in the field of foreign policy as unsatisfactory, unguided by any coherent sense of direction or mission, and erratic, and not in keeping with the rhetoric. In many ways, while using a great deal of tough rhetoric, the actual posture has been far weaker—in areas where we feel this country ought to follow a forceful role. For example, in the case of the bank loans to Poland, we believe and have believed consistently that those loans in default should be called. This Administration, at taxpayers' expense, bailed out banks when those loans went into default. That's hardly in keeping with the rhetoric.

"This Administration represents a segment of society—the bankers and the affluent corporations—that I have, on occasion, said represent the soft underbelly of freedom, who would sell the country out for a dollar or a ruble."

West Germany hit on arms sale to Saudi Arabia

Bal Harbour, Fla. — The AFL-CIO expressed deep regret over West Germany's decision to sell arms to Saudi Arabia, and called on the Reagan Administration to make known to Chancellor Helmut Kohl the "profound distaste of the American people."

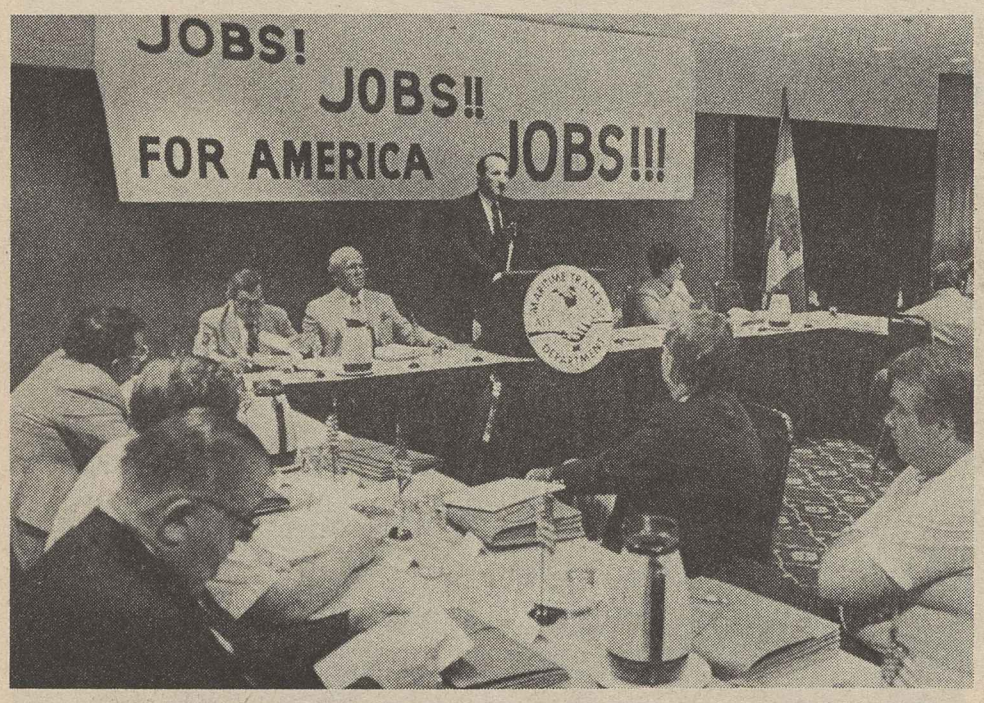
The Saudi Arabian government has proclaimed a "holy war" against Israel and has joined directly and indirectly in every Arab war against Israel's existence since 1948, the Executive Council said. It noted that Saudi Arabia has financed military supplies to other Arab armies and terrorist organizations dedicated to Israel's destruction.

"It is bad enough that any Western government should provide military weapons to Saudi Arabia so long as it holds to its present course," the council statement observed. "In the light of history, the German people should be particularly sensitive to this issue."

Germany's close military relationship with Saudi Arabia reportedly includes briefings on military doctrines, tours of German military-industrial plants, and the sale of sophisticated weapons systems. Among these are surface-to-air missiles, antiaircraft cannons, armored personnel carriers, advanced radar and communications systems, and other high-technology weapons, the council said.

Congressional review

President Kenneth T. Blaylock, right, of the AFL-CIO Public Employee Dept., reviews the PED 1984 congressional voting record with, from left, Al Lake of the Operating Engineers, PED Executive Director John F. Leyden and Connie Bryant of the Communications Workers. The PED executive board discussed election plans at its meeting in Bal Harbour, Fla.



MTD President Frank Drozak calls for strong 1984 election effort.

Maritime unions to press for candidate commitments

Bal Harbour, Fla.—The AFL-CIO Maritime Trades Dept. is launching a grass-roots public information program to make every candidate for national office this year aware of the critical need to revive the U.S. merchant fleet.

The MTD executive board approved the program after Department President Frank Drozak outlined the plan at the opening of the board's winter meeting here.

"We must tell candidates that from here on out, we judge them not by promises they make but those they work hard to keep," Drozak declared.

He recalled that President Reagan had made "great promises" to the maritime industry in 1980, but has delivered only laid-up American ships, closed shipyards, thousands of unemployed seamen and shipyard workers and "an Administration of free traders that would trade off maritime and related industries to appease foreign governments."

Network of volunteers

Drozak said the grass-roots educational campaign would make use of port maritime councils to mobilize a network of volunteers from the affiliates to make sure that candidates "know our concerns and are committed to dealing with them."

A resolution adopted by the MTD board called on each presidential candidate to spell out a program for revitalizing the merchant marine and commit himself to carrying it out.

The resolution also called on both the Democratic and Republican party platforms to include a viable maritime program.

"We finally commit ourselves," the MTD said, "to a careful scrutiny of congressional candidates, seeing to it that they understand our concerns and supporting only those candidates who are clear that they support us with more than mere words, that they are firmly committed to the enactment of a solid, positive maritime revitalization program."

Reagan rhetoric

In an address to the MTD board, AFL-CIO President Lane Kirkland joined Drozak in condemning the Reagan Administration's "free trade" posturing.

"Under the Reagan Administration," Kirkland said, "we are left with no viable maritime policy and a trade policy that encourages only imports. The Administration has ended the construction differential subsidy program so that shipbuilding can find foreign havens.

"This Administration, for all its patriotic talk of rebuilding America's defense and improving American security, has left us with a shrinking, aging fleet that cannot carry the men, guns and goods we might need in an international crisis."

Part of the answer, Kirkland suggested, lies in the new national industrial policy board proposed by the AFL-CIO that would link labor, management and government in a program to modernize American industry and make it competitive with any in the world.

"We know American workers can compete," Kirkland said, "but they need the tools and technology to compete on fair terms."

Also addressing the board during the two-day meeting were House Speaker Thomas P. "Tip" O'Neill, Jr.; Rep. Joseph P. Addabbo (D-N.Y.), chairman of the House Defense Appropriations subcommittee; Rep. Mario Biaggi (D-N.Y.), chairman of the House Merchant Marine subcommittee; Rep. Martin O. Sabo (D-Minn.), representing the House Democratic Caucus; Sen. Ted Stevens (R-Alaska), chairman of the Senate Defense Appropriations subcommittee and the Merchant Marine subcommittee; AFL-CIO Organizing Director Alan Kistler; Research Director Rudy Oswald, and Legislative Director Ray Denison.

Among some two dozen resolutions adopted by the board were several detailing the MTD's own program for restoring the U.S. maritime industry, including the enactment of the Competitive Shipping & Shipbuilding Act to promote greater carriage of bulk commodities on U.S.-flag shipping built in this country, stricter enforcement of existing cargo preference laws, negotiation of bilateral cargo-sharing agreements with the nation's trading partners, extension of the Jones Act governing coastal shipping, and funding of port development projects.

Victory for AFSCME

Racial bias suit brings $15 million back pay

Chicago — A major civil rights victory for the State, County & Municipal Employees not only means $15 million in back pay awards to hundreds of black workers in the Chicago area but also reinforces the union's sex discrimination case against the state of Washington, AFSCME declared.

"Having fought hard for the U.S. Civil Rights Act, working people should benefit from its protection," AFSCME President Gerald W. McEntee said. "These two cases, similar in fundamental ways, are part of AFSCME's commitment to civil rights."

The $15-million back pay award, the largest such award involving public employees, will go to a group of current and former black welfare workers found by a federal court to have been victims of discriminatory employment practices by the Illinois and Cook County Public Aid Departments. At least 1,000 people will share the award.

The case stems from a 1973 federal court suit in which AFSCME Local 2000 charged the state and the county with race discrimination in their employment practices.

In the lawsuit, filed under Title VII of the U.S. Civil Rights Act, the union charged that the two departments shunted blacks into low-paying jobs that had the same duties as higher paying jobs held mostly by whites.

Equal work, unequal pay

The union's action was brought in behalf of workers in two job classifications—case aide and case aide trainee—which were held almost entirely by blacks. These positions required the same duties and responsibilities as the job of caseworker, the union held.

At the time of the lawsuit, more than 80 percent of the case aides and trainees were blacks. Starting pay for caseworkers was $742 a month, while case aides were paid $583 and trainees $472.

Through the efforts of Local 2000, the Illinois Dept. of Public Aid promoted the case aides and trainees to caseworkers in 1975, and instituted a career ladder program for its employees.

In 1979, Judge John P. Crowley of the U.S. District Court for Northern Illinois ruled the state and the county were guilty of racial discrimination in the case. Two years later, he ordered a formula to be used to calculate damages. That decision was upheld last year by the U.S. 7th Circuit Court of Appeals here. The newly announced $15 million award represents the state and county application of that formula.

Under the court order, the county must pay its share of the award—about $4 million—by Feb. 29. The state will have to pay the balance through a legislative supplemental appropriation this spring, the court declared.

The back pay awards will be collected by black public aid employees who had worked as case aides or trainees since March 1972.

Sharing the award

"Their day is at hand," Local 2000 President Max Liberles said of those standing to receive a share of the award. "They will finally be getting these large sums of money they rightfully deserve."

In AFSCME's case against Washington state, the union charged the state government violated Title VII by underpaying workers in female-dominated jobs relative to workers in male-dominated jobs requiring the same or less skill, effort, and responsibility.

AFSCME won that case and approximately $700 million in back pay and future salary increases last fall. The state has said it will appeal the decision, but no hearing date has been set.

The union accused the Reagan Administration of an unwelcome intrusion in the legal process after Assistant Atty. Gen. William Bradford Reynolds hinted that the Justice Dept. would join with the state in appealing the decision.

Diana Rock, head of AFSCME's Women's Department said, that in both cases "what appeared to be a non-discriminatory system on the surface actually resulted in separate treatment, separate salaries and separate career tracks."

AFSCME's lawyer Winn Newman said he referred to the Chicago case many times in his presentation of the Washington case.

He said he cited the ruling in the Chicago case that denial of relief in race-based wage discrimination "would undermine Title VII by sending a clear message to state and local governments that they may discriminate against the employees in violation of Title VII and incur no liability."

Victory in Iowa spurs Mondale drive

New Hampshire's Feb. 28 primary will test Walter F. Mondale's status as the clear front-runner for the Democratic presidential nomination and strongly influence public perception of the rankings of the seven other candidates.

Mondale's campaign got off to a fast start in Iowa, where he outpolled all other candidates combined in the 2,500 precinct caucuses that marked the first stage in the state's delegate selection process.

State Democratic officials projected the precinct results to yield 48 delegates for Mondale to only two for Colorado Sen. Gary Hart, the runner-up. Eight party leaders and elected officials will be appointed to complete the Democratic convention delegation.

Mondale ran consistently well throughout the state, in farm areas as well as in cities and towns, in college communities as well as in precincts with high turnouts of union members.

So convincing was his victory that the chief issue in dispute was whether Hart had permanently or merely temporarily supplanted Ohio Sen. John Glenn as the number two candidate.

Hart received close to 16.5 percent of the votes cast—far behind Mondale's 49 percent, but sufficiently ahead of the other presidential contenders to bring him a new burst of media and public attention.

Glenn, long considered Mondale's chief rival for the presidential nomination, took less than 3.5 percent of the vote. He was topped by George McGovern, the 1972 presidential candidate who had 10.3 percent, a 9 percent vote for an uncommitted slate of delegates and 7.4 percent for California Sen. Alan Cranston. There were mere scattering of votes for former Florida Gov. Reubin Askew, Jesse Jackson, and South Carolina Sen. Ernest F. Hollings.

The Glenn campaign is looking to bounce back in the New Hampshire primary. That's also the state where Jackson, who made no serious effort in Iowa, has been concentrating his early campaign.

Heavy March schedule

Despite the heavy media attention to the first few delegate selections, the nomination process has just begun. Ahead are a cluster of primaries and caucuses in March, when 26 states and four other jurisdictions will choose delegates. The focus in April will be on the delegate-rich New York and Pennsylvania primaries. And if the nomination is still in doubt, the June 5 windup of the primary season includes the selection of 345 delegates in California and 122 in New Jersey.

Then, on July 16, the 3,933 voting delegates will meet in San Francisco to adopt a Democratic Party platform and choose the party's presidential and vice presidential candidates.

In the Republican Party, the primaries and caucuses are largely formalities since President Reagan has no declared opponent for renomination.

AFL-CIO President Lane Kirkland told reporters covering the federation's Executive Council meeting that Mondale's success in Iowa demonstrated his strong appeal across "the full spectrum" of the electorate. It "augurs well for his nomination and success in November," Kirkland suggested.

Despite the labor movement's endorsement of Mondale, Kirkland stressed that the AFL-CIO is not pressing any candidate to withdraw from the primary process.

Each candidate is entitled to a "full and fair chance," Kirkland said. "Nobody should be precluded from running or denied a fair chance to show his full wares to a diverse group of the American population."

But when the choice of the voters is clear, Kirkland suggested, "it would certainly be to the great advantage of the Democratic Party and those who want to see a change in the course of this country" to unite "behind the strongest candidate as soon as possible" and point toward the general election.

State Senate beats R-T-W in Kentucky

Frankfort, Ky.—The Kentucky Senate slammed the door on union foes who tried to tag a compulsory open shop amendment on an unrelated bill defeating the measure by a 27-8 vote. The decisive vote probably squelched any threat of a "right-to-work" bill getting out of the starting gate this session.

A state senator had used a back-door maneuver to shirttail the anti-union amendment to a bill dealing with age discrimination in pensions only one day before the measure was due for a final vote on the Senate floor. The move enabled the "right-to-workers" to bypass the normal committee process.

Kentucky AFL-CIO Executive Sec.-Treas. Leonard S. Smith credited labor's grass roots legislative action network in the state with quick work that alerted senators to the threat by phone and personal visits and stressed labor's strong opposition to the measure.

Smith noted that the anti-union faction had used the same tactic in an earlier legislative session on the House version of the bill. The House rejected the ploy.

He pointed out that the National Right to Work Committee, based in Springfield, Va., had been active in the state plugging the measure, but Kentucky labor's quick response to the Senate maneuver "handed them the spanking they deserve for this."

Although another compulsory "free-loader" bill has been introduced in the legislature, it is not likely to make it out of the committee to which it has been referred, Smith said.

Part of the groundwork for labor's success in turning back this amendment, Smith said, was laid in last year's statewide elections—including the gubernatorial race—where union members demonstrated substantial strength in turning out support for COPE-endorsed candidates.

Eastern pilots approve stock-for-pay exchange

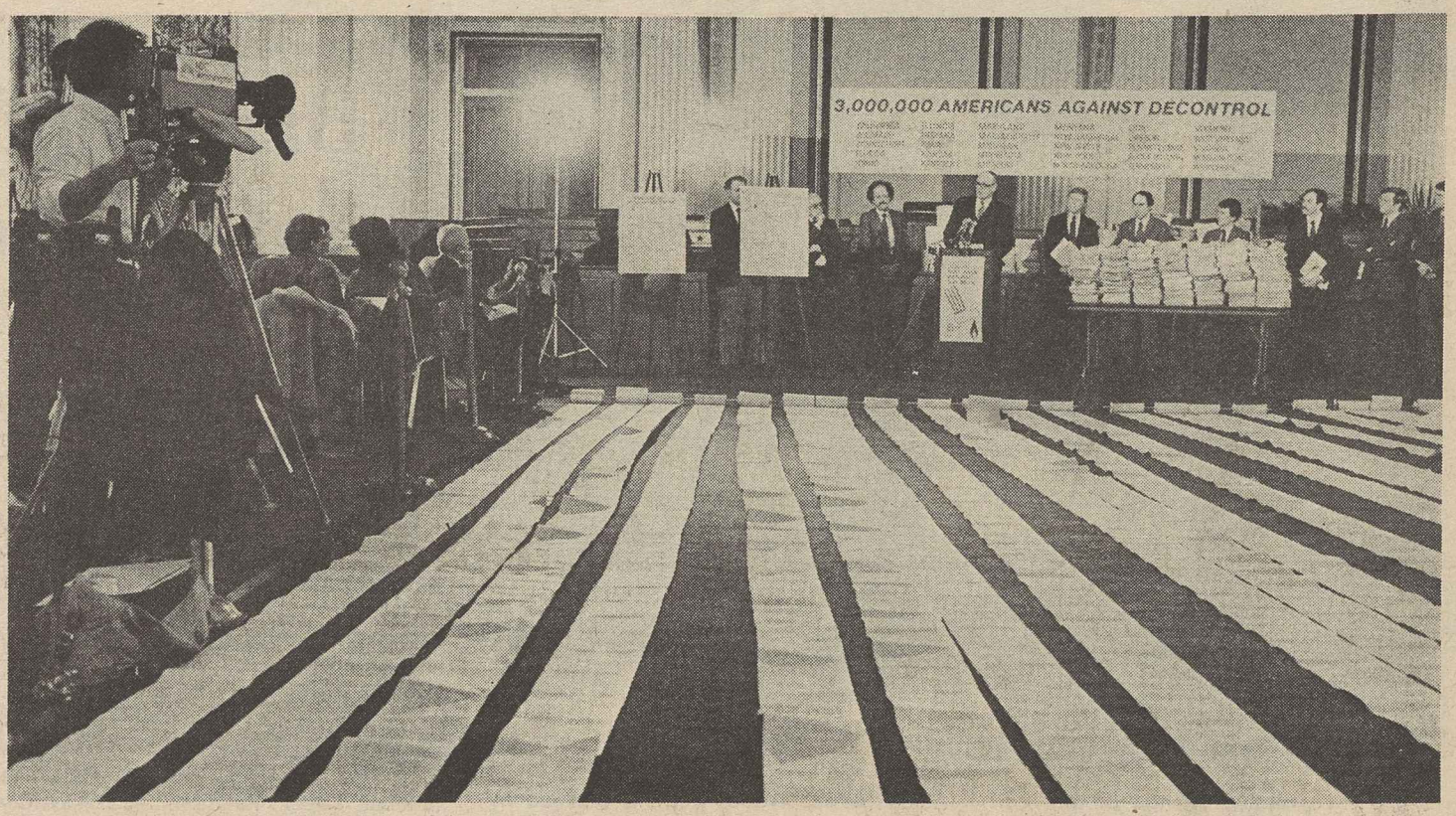
Miami—Eastern Airlines pilots agreed to give up a percentage of their pay this year in exchange for the carrier's common stock and representation on Eastern's board.

The Air Line Pilots joined the Machinists and the Transport Workers in approving the stock-for-pay pact.

For the first two months of 1984, Eastern employees will give up 22 percent of their pay. The percentage drops to 19.7 percent by year's end. In exchange, members of IAM, ALPA and TWU will share 25 percent of Eastern's common stock.

The carrier, which in January reported long-term debt of more than $2 billion, said it needed the wage cutbacks to survive.

ALPA said the agreement was approved by 76 percent of some 3,900 members who voted on it.



Roll out the signatures

Petitions signed by one million Americans opposing the decontrol of natural gas prices were unrolled across the House Caucus room to underscore the drive against skyrocketing fuel bills. The signatures, plus 2 million others submitted earlier, were obtained by the Citizen/Labor Energy Coalition and turned over to Rep. John Dingell (D-Mich.), at the lectern, chairman of the House Energy Committee, and Representatives Philip Sharp (D-Ind.), Richard Gephardt (D-Mo.) and Dan Glickman (D-Kans.), sponsors of a labor-backed bill to roll back gas prices.

Supreme Court's decision upholds exclusive right of unions to confer

The Supreme Court upheld labor's position in cases involving college faculty members covered by a Minnesota collective bargaining law and a city's attempt to set residence requirements for employees of contractors working on city-funded construction.

In the Minnesota case, the National Right to Work Committee had supported a suit brought by non-union faculty members in the state's community college system. They contended that their constitutional rights had been infringed by a Minnesota law which gave unions representing professionals employed by the state exclusive rights both to negotiate on conditions of employment and to "meet and confer" on employment-related issues that were not mandatory subjects of collective bargaining.

On the winning side in the case were the National Education Association, which holds bargaining rights for the state's community college teachers, and the AFL-CIO, which filed a supporting brief even though the NEA is not an affiliate.

A three-judge district court had upheld the exclusive bargaining provision of the law, which the "right-to-work" suit had also challenged and that issue was so clearly established by precedents that the Supreme Court earlier declined to review the challenge to that part of the law. But the district court went on to invalidate the exclusive designation of the union to confer on matters not normally on the bargaining table. It held this infringed on the free speech rights of non-members whose views were not represented. The district court panel held that the traditional "right of expression by faculty members" on academic issues "also holds a special place under our Constitution."

Dissident rights

A 6-3 Supreme Court majority found, to the contrary, that dissident faculty members who chose not to be represented by a union remained free to speak out on issues that concerned them but "have no constitutional right to force the government to listen to their views."

As for the argument that lack of a forum open to non-union members amounted to putting pressure on them to join the union, the court majority found it no more convincing than the argument that non-members are discriminated against in the bargaining process because they refuse to join the union empowered to bargain for them.

The majority decision in the case was written by Justice Sandra Day O'Connor, joined by Chief Justice Warren E. Burger and Justices Byron R. White, Harry A. Blackmun and William H. Rehnquist. Justice Thurgood Marshall filed an opinion agreeing with the outcome but on more limited grounds.

The residency case appeared at first glance to contradict a 7-2 decision last year that upheld a requirement by the City of Boston that, on projects funded by the city, at least half the workers in each craft be Boston residents.

The Supreme Court ruled that Boston did not violate the Commerce Clause of the Constitution because the city was a participant in the labor market and not trying to regulate it. The court left open for future consideration, however, challenges to residence rules that might be based on the Privileges and Immunities Clause of the Constitution—a point that the AFL-CIO had raised in a brief challenging the residence rule. The clause bars states from discriminating against citizens of other states.

The new case before the court involved a Camden, N.J., ordinance requiring that at least 40 percent of the employees of contractors working on city construction projects be Camden residents.

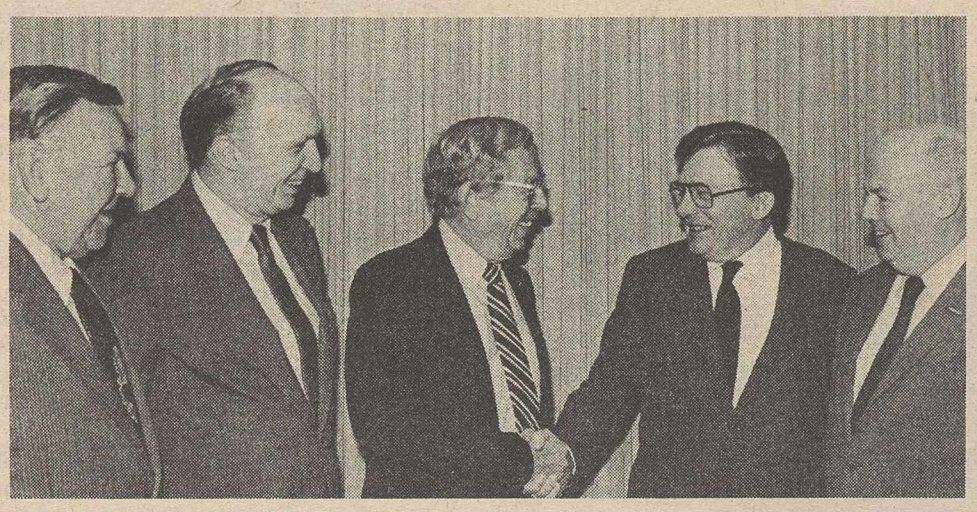
The area Building & Construction Trades Council, which includes members living in nearby Pennsylvania, challenged the restriction under the Privileges & Immunities Clause. New Jersey's highest court rejected the challenge, holding that the constitutional issue wasn't valid because most of the persons adversely affected were residents of New Jersey and impact on out-of-staters was only incidental.

Camden not exempt

But the 8-1 Supreme Court decision, written by Justice William H. Rehnquist, found that Camden's ordinance wasn't immune from constitutional challenge.

The decision noted that New Jersey residents at least have an opportunity to seek redress for Camden's actions in the state legislature, but that course isn't open to persons from other states.

It noted, however, the city's contention that special problems of heavy unemployment justified residence restrictions but the court record makes that contention "impossible to evaluate." It remanded the case to the New Jersey Supreme Court for findings of fact as to whether there was "substantial reason" for the city's action.



Welcome aboard

California State Employees Association—the new 80,000-member affiliate of the Service Employees—is welcomed to the AFL-CIO as Federation President Lane Kirkland greets CSEA President Leo E. Mayer in Bal Harbour, Fla. Joining in the welcome are SEIU Sec.-Treas. Richard W. Cordtz, left, Federation Sec.-Treas. Thomas R. Donahue and SEIU President John J. Sweeney. CSEA has been designated as SEIU Local 1000.

Paperworkers board elects Defee

Nashville, Tenn.—John M. Defee was elected secretary-treasurer by the Paperworkers executive board to fill the vacancy caused by the death of Sec.-Treas. Nicholas C. Vrataric on Dec. 8.

Defee, a UPIU vice president since 1969, will serve the remainder of Vrataric's term of office, which expires in September 1984.

Defee, 62, began his career in 1941 with UPIU Local 404 in Bastrop, La., and during his 22 years there alternatively held all the local union offices.

He later became an international representative, assistant regional director and regional director covering the states of Louisiana, Texas, New Mexico, Colorado, Kansas, Arkansas and Oklahoma.

For the past five years, Defee was a vice president-at-large and director of the union's human rights program.

He also served on the A. Philip Randolph Institute's planning committee, the UPIU audit committee and on various committees with the AFL-CIO Industrial Union Dept.

Focus on legislation

Legislative agenda of the Food & Allied Service Trades Dept. is outlined by FAST President Robert F. Harbrant, right, at the department's executive council meeting. From left are Sec.-Treas. Michael Matz of the Firemen & Oilers, Sec.-Treas. Lenore Miller of the Retail, Wholesale & Dept. Store Union and Sec.-Treas. Frank Carter of the Glass, Pottery & Plastics Workers.

Emergency action sought to remove EDB hazard

The AFL-CIO is pressing the Environmental Protection Agency to "take emergency action to establish an enforceable federal standard" on ethylene dibromide (EDB) residues, charging the agency's "voluntary EDB guidelines have failed."

Special Counsel Laurence Gold joined with representatives of the Natural Resources Defense Council and the Consumers Union in urging EPA Administrator William D. Ruckelshaus to act promptly. They expressed their disappointment with the agency's decision to allow continued use of the cancer-causing chemical on citrus and the failure to establish mandatory standards on residues.

Their letter noted that some states have acted effectively but "the majority simply lack the authority, will or mechanism to remove this dangerous chemical from the food supply."

The agency on Feb. 3 banned the use of EDB on grain products and milling machinery and set voluntary guidelines for states to follow on the maximum acceptable residues of EDB in raw grains, milled grain products and in finished food products.

Lack of uniformity

The federation's letter recommended enforceable emergency standards be set within 30 days, citing the "crazy quilt of individual regulatory action or nonactions" that have occurred since the agency issued its voluntary guidelines. It contrasted stringent restrictions set up by Massachusetts with the inaction of its neighboring state, New Hampshire.

To achieve a uniform federal standard, the letter urged the agency to issue a notice of proposed rulemaking revoking a 1956 exemption granted for EDB "based on the now patently false assumption that no EDB residues would result in finished food products," and appoint an advisory panel from the National Academy of Sciences to review that revocation.

As an additional action, the federation urged EPA to re-examine other exemptions granted to the tolerance requirements of the Food, Drug & Cosmetic Act to determine if other carcinogens have been unlawfully permitted in the American food supply.

In a related effort, Deborah Berkowitz, health and safety specialist for the AFL-CIO Food & Allied Service Trades Dept. testified at Occupational Safety & Health Administration hearings that the agency's proposed EDB standard "makes a mockery of worker protection" since it sets the engineering and work practices compliance date two years after the approval of the final rule.

She urged OSHA to remove a proposed exemption that would "exclude virtually all our members who handle fumigated citrus cargo and work in the grain industry from the superior protection of work practice and engineering controls."

Berkowitz also called for a lower exposure limit, stressing that respirators be the last line of defense against exposure and not the first as the proposed rule requires, and that medical surveillance be required for all workers assigned to a "regulated area," not just those who are at risk over 30 days per year.

FAST President Robert F. Harbrant, in a letter to EPA, cautioned the agency about a substitute fumigant, methyl bromide, which is now being used in grain elevators and on milling machinery.

He noted uncertainty as to whether EPA's 24-hour requirement for allowing methyl bromide to dissipate from various workplace equipment is adequate.

Also, Harbrant warned, the agency's requirement to use "halide leak detectors" to measure levels of the chemical "would be unsafe to use in elevators and mills" because it is a flame device which could cause an explosion.

Showtime in Memphis

Memphis, Tenn. — Preparations are well under way for the 1984 AFL-CIO Union-Industries Show, scheduled to open here May 11, show manager Jack Lutz reported.

Nearly 300 exhibitors are expected to participate in the popular annual show, sponsored by the Union Label & Service Trades Dept., in demonstrating the skills and contributions of union workers.

Congress urged to act

Bankruptcy decision guts contract rights

Continued from Page 1

impasse" before the contract can be cancelled, the court said.

In another section of the opinion, a 5-4 majority of the Supreme Court tilted radically against worker rights and ruled it is not an unfair labor practice for a company to tear up its union contract as soon as it files for bankruptcy—without first persuading a bankruptcy court that the action was justified.

A dissent to this section of the opinion, written by Justice William J. Brennan, Jr., protested that such a disregard of the collective bargaining system was not the intent of Congress and would "spawn precisely the type of industrial strife that the National Labor Relations Act was designed to avoid."

Joining in the dissent were Justices Byron R. White, Thurgood Marshall and Harry A. Blackmun.

AFL-CIO Special Counsel Laurence Gold stressed the disruption of the collective bargaining system threatened by the decision in a briefing for reporters covering the Executive Council meeting.

In most cases where employers made good-faith efforts to renegotiate contracts and were able to document claims of the seriousness of a financial crisis, voluntary agreements have been possible, he noted. But the decision "puts unions in a disadvantageous situation" and favors "the interests of anti-union employers who are looking for ways to destroy union contracts."

Instability predicted

Unions can strike if an employer uses bankruptcy proceedings to unilaterally cancel a collective bargaining agreement, Gold noted. The decision will "increase the number of labor disputes and create greater instability in collective bargaining," he warned.

The case that reached the Supreme Court stemmed from the refusal of a New Jersey building materials supplier to live up to the terms of its contract with a local of the unaffiliated Teamsters after filing for reorganization under Chapter 11 of the Bankruptcy Code.

The National Labor Relations Board ruled this an unfair labor practice, but the 3rd Circuit U.S. Court of Appeals in 1982 refused to enforce the ruling, holding that the bankruptcy process allowed such action.

The NLRB and the Teamsters local sought Supreme Court review, and the legal battle was joined. The AFL-CIO filed two supporting briefs in the case, expressing special concern over the impact on public policy favoring collective bargaining to resolve industrial disputes.

The appellate court ruling, the AFL-CIO contended, "removes any incentive for a distressed employer to bargain with a union over reductions in terms and conditions of employment. There is no reason to negotiate with the union when the company can unilaterally implement changes" after filing for bankruptcy.

"Sanctioning employer repudiations of collective bargaining agreements," the federation protested, undermines national labor policy without advancing the valid purposes of bankruptcy law.

The Chamber of Commerce contended in a brief supporting the employer position that fears that companies will use the bankruptcy proceedings "in a bad faith attempt to rid themselves of the obligations imposed by collective bargaining agreements are groundless."

Continental action

The AFL-CIO brief noted that while the New Jersey case was moving through the courts, Continental Airlines had seized on the device of filing a bankruptcy petition to abrogate collective bargaining agreements with pilots, flight attendants and machinists, slash wages 45 to 50 percent, and impose new work rules—even though the company was not in dire straits or short of cash. The unions are still on strike and the AFL-CIO has launched a national boycott to support them.

The Continental case is moving separately through the court system and the Supreme Court decision leaves at least the possibility of a different conclusion because airlines are covered by the Railway Labor Act rather than the National Labor Relations Act.

Ironically, the Supreme Court decision notes that the bankruptcy law imposes restrictions on revocation of collective bargaining agreements subject to the Railway Act and uses that as evidence that Congress did not intend a similar restriction on contracts covered by the NLRA, since it did not so specify.

Gold noted at the AFL-CIO press briefing that the reference to the Railway Labor Act in the Bankruptcy Code predates the enactment of the National Labor Relations Act "and we don't think the court drew the right inference from the fact that at that point Congress specifically tended to the railroads as a separate issue."

Metal Trades officers

New vice presidents of Metal Trades Dept., from left, President Bernard Butsavage of the Molders and President Marvin Boede of the Plumbers & Pipefitters are sworn in by President Paul J. Burnsky during the department's winter meeting in Bal Harbour, Fla.

Telephone union in Pennsylvania votes CWA unity

Philadelphia — A 13,000-member unaffiliated telephone union in Pennsylvania voted to merge with the Communications Workers by better than an 8-to-1 ratio.

The Federation of Telephone Workers of Pennsylvania cast 7,624 votes in favor of the merger to just 951 opposed.

CWA President Glenn E. Watts called the merger approval "a great day for both unions." He said the vote shows "we are united once again to confront the uncertainties facing telecommunications today." Prior to 1947, both unions belonged to CWA's predecessor, the National Federation of Telephone Workers.

Last October, FTWP convention delegates overwhelmingly approved the merger proposal and authorized a membership referendum. FTWP will hold a special convention in June to change its bylaws and dues structure to facilitate the merger, FTWP President William F. Wallace announced.

Under the merger agreement, CWA will form a new District 13 combining members in Pennsylvania and Delaware and the FTWP members will form the new CWA Local 13000. Elections of local officers and delegates to the CWA convention will be held at FTWP's special convention.

In August, CWA convention delegates will vote on steps to form the new district and hold elections for the new District 13 vice president.

EDITORIALS

Economic Menace

THE UNREALISTIC BUDGET and economic policies of the Reagan Administration threaten the soundness of our economy for years to come. Continuing high federal deficits are pushing up already high real interest rates and may soon tip the economy into yet another Reagan recession.

The deficit must be reduced by stronger economic growth, increased federal revenues and lower military expenditures.

A year after the bottom of the Reagan recession, 9 million Americans are still officially unemployed, 1.5 million "discouraged" workers are no longer even counted among the jobless, and almost 6 million workers who want full-time jobs are working only part time. In January, there were 1 million more unemployed than when Reagan took office, and 2 million more than four years ago. The buying power of the average worker's paycheck is lower than in 1979. More Americans are living in poverty today than at any time since poverty statistics were first compiled in the mid-1960s.

Jobs, fairness and opportunities for the future remain key issues for America's workers and for the nation in 1984.

The AFL-CIO is convinced that the nation can move toward full employment, restore fairness and build a better tomorrow for ourselves and our children. The program we have outlined will move the country toward these goals and at the same time reduce the federal deficit by stimulating the economy and raising needed revenues. Congress should start to deal with these issues now, but only with the election of a new Administration can these principles be achieved.

—From a statement adopted by the AFL-CIO Executive Council in Bal Harbour, Fla., on Feb. 20, 1984.

With Fairness to All

WHAT DOES labor expect in return for its endorsement of Walter F. Mondale's campaign for the presidency?

If Mondale is elected, a reporter asked Lane Kirkland during the AFL-CIO Executive Council meeting, "what are some of the things you expect him to do for labor in his first year in office?"

This was the AFL-CIO president's reply:

"I'll expect him to well and faithfully uphold the Constitution of the United States . . . with specific reference to the duties it imposes upon a President and upon the government to provide for the common defense and for the general welfare.

"I'll expect him to discharge those duties, honorably, fairly, with favor and bias toward none, but with fairness to all of the people, including the working people of this country."

Not Irreversible

THE SUPREME COURT decision allowing employers to use the Bankruptcy Code as a means of ignoring a union contract without facing unfair labor practice charges is deplorable. But, fortunately, it is not irreversible.

No constitutional issue was involved in the case decided by the Supreme Court. The court justified its conclusions solely on its interpretation of the intent of Congress.

Now the chairman of the House Judiciary Committee, Peter W. Rodino, Jr., thinks the Supreme Court is way off base. Rodino, who has had a lot to do with the shaping of federal bankruptcy law, insists that it wasn't the intent of Congress to throw collective bargaining out the window whenever a company gets into difficulties.

The bill he introduced on the heels of the Supreme Court decision would get the bankruptcy law back on track. It deserves the active support of everyone committed to making collective bargaining work—labor and management alike, Democrats and Republicans.

It's not the first time the Supreme Court misread the intentions of Congress. And it won't be the first time that Congress has passed legislation to set the court straight. The pregnancy disability law, to remedy an aspect of discrimination against women workers, is just one such example.

Let this be another.

'What a Communicator!'

Washington Window

Reagan policies stymie control of toxic hazards

By Press Associates, Inc.

Industrial progress has a price—as working people know, more than any other group. Now society is facing the full cost.

For decades, the nation's industries spewed forth mountains of waste into the air and waters or buried it in the earth as if these life-sustaining natural resources were without limit. Agriculture was likewise heedless in its massive use of chemical fertilizers and pesticides.

During the past two decades, a growing public awareness about the poisoning of the planet and the job site resulted in the enactment of protective legislation. This included the Occupational Safety & Health Act, the Clean Air Act, the Clean Water Act, the Safe Drinking Water Act, the Toxic Substances Control Act, the Resource Conservation & Recovery Act, federal controls on insecticides and fungicides and, finally, the Superfund law to clean up hazardous waste sites.

During the 1970s, when most of these laws were enacted, progress often was painfully slow, but a start was made in cleaning up and a framework erected on which to build.

Progress halted

Ronald Reagan's election in 1980 brought progress to a screeching halt. The Environmental Protection Agency, the Occupational Safety & Health Administration and their congressionally mandated programs were drastically underfunded, understaffed and undermined by Reagan appointees. Protective regulations were withdrawn, weakened or delayed.

In late 1981, a Midwest Republican congressman dubbed Reagan's EPA the "Environmental Degradation Agency." In 1983, EPA Administrator Anne Burford and her deputy Rita Lavelle left the agency in public disgrace following their mishandling of the Superfund toxic waste cleanup program.

Meanwhile, OSHA, which actively protected workers' health and safety under Eula Bingham in the late 1970s, was transformed into a pawn of industry and a hostage of the White House enforced "cost-benefit analysis."

The Administration's backpeddling, with the consequence of increased toxic-related illness and death, galvanized more than 100 of the nation's major labor, environmental, and consumer organizations to form the National Campaign Against Toxic Hazards. The AFL-CIO and a dozen affiliated unions are participating as are many local unions through various coalitions.

Visiting voters

By the November elections, the activists plan to visit millions of voters, lay out the environmental and workplace health records of their elected representatives and gain support for the petitions which state these basic rights: the right to be safe from harmful exposure to toxic substances, to know what toxics are present in the workplace and community, to a reduction in hazardous wastes, to timely cleanup of waste sites, and to compensation for damages from exposure to toxic substances.

The campaign was announced at a Capitol Hill news conference, where John T. O'Connor, its coordinator, said: "The invasion of toxic chemicals into our bodies is America's Number One hidden health problem. Toxic hazards may be killing upward of 1,000 citizens a day. We need stronger laws and vigorous enforcement."

O'Connor grew up near a Stratford, Conn., asbestos plant. "The company knew since the early 1930s that asbestos was killing people, but it refused to tell anyone," he said. "I've seen childhood friends die of cancer at an early age. I've seen many of my neighbors made seriously ill by asbestos contamination. My own body is contaminated, but so far I've been one of the lucky ones."

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MEMO FROM COPE

Registration: Everybody's Doing It!

Voter registration.

The labor movement has done it for decades among its members. Now, Moral Majority is doing it. Both political parties are pouring more resources and planning into it than ever. Minority groups, women's organizations—all kinds of politically concerned groups at all points on the spectrum are doing it.

Everybody's figured it out by now: Elections are often settled—certainly always affected—weeks before voters go to the polls, when registration rolls are closed in most states.

Thus, there is more registration activity, more attention given to it in the media, more money being spent and more sophisticated approaches and equipment being used than in any previous election.

Four years ago, 74 million eligible citizens did not vote, only a few million less than the number who did. Most observers feel now, however, the decades-long decline in voter participation has bottomed out and the November presidential vote turnout will far exceed the roughly 53 percent in 1980.

Much of the credit for this falls to President Reagan, though not by his design. His policies have succeeded in polarizing the electorate. His supporters and support groups passionately want him back, and are getting into registration to enroll Reagan voters.

His opponents and opposing groups passionately want him out. They're into registration to enroll voters who share their goal.

The consequence could be 13 million more voters in 1984 than four years ago and a turn-out higher than any since the 63 percent in the 1960 Kennedy-Nixon contest.

Registration objectives differ. Republican committees have earmarked $8-$10 million for a *selective* registration effort aimed at adding 1.5-2 million sure-fire Reagan voters to the rolls. A sophisticated computer program will, in several steps, identify and locate their target individuals.

Democrats plan a $4.5 million registration drive aimed at masses of voters in their natural constituency—workers, minorities, the needy.

The parties and their respective allied groups have vested interests in different clusters of potential voters. A recent Washington Post poll broke down income level and party support ratios this way: Persons making less than $12,000 a year back Democrats over Republicans 66-27 percent; $12-$20,000, 58-35; $20-$30,000, 52-38; $30-$50,000 46-45. Only the $50,000-and-up earners preferred the GOP, 55-37 percent.

The challenge for the Democrats and their allies is to *motivate* their natural constituencies, which traditionally vote in lower percentages than GOP-leaning groups. The challenge for the GOP is to *locate* the unregistered upper income citizens.

The stakes in the registration race are self-evident. In 16 states, five or fewer percentage points separated Reagan from Carter in 1980—an aggregate vote difference of only 573,000. In eight states, the difference was 5-10 points.

In almost all of the states, at least one-fourth of eligibles were not registered. In most of those where enrollment was heaviest, it was due to election-day registration laws that permit a citizen to go to the polls, register on site and vote.

What They're Saying

Columnist David S. Broder, Washington Post:

Abraham Lincoln never met Ronald Reagan.

When he said, "You can fool all the people some of the time; you can even fool some of the people all the time; but you can't fool all of the people all the time," the Great Emancipator never imagined the Great Communicator.

It is apparently President Reagan's belief that words can not only cloak reality but remake it. In the space of 48 hours last week, Lebanon was transformed—in Reagan's mind—from a bastion of democracy and an outpost of freedom into a place that was fit only for target practice for the battleship New Jersey's biggest guns.

The "redeployment" of the Marines . . . is supposed to wipe out the memory of the decision that sent them in. It is the same sort of mind-game that allowed Reagan, in the State of the Union address, to brag about the record number of Americans who found work in 1983, without noting that most of them had lost their previous jobs since he got his.

More and more, it is evident that the political calculus that operates in Reagan's mind is that the voters are unable to link cause and effect, or make any connection between general policy and specific effect. He is betting, in short, that most people's minds are like his own, heavily responsive to symbol and almost immune to logic. . . .

It is the same separation of cause and effect, the same denial of logic, the same substitution of symbol for substance that underlie Reagan's approach to the domestic policy disaster called the budget deficit.

Four years ago, in the Republican primaries, John Anderson and George Bush argued that Reagan's numbers did not add up: that you could not increase defense spending and cut taxes as much as he proposed to do without running up huge deficits. He defeated them but did not disprove them. Today, the chairman of his own Council of Economic Advisers, Martin Feldstein, is saying the same thing. Reagan can muzzle him, but not show that he is wrong.

Reagan's response to the repeated demonstrations of the fallacy in his own policy is not what logic would suggest. Rather than reexamine the roots of that policy by rethinking the tax and defense decisions, he prefers to bemuse the public with two symbols—the balanced budget amendment and the line-item veto—as if they would solve the contradictions inherent in his own policy.

Once again, his political advisers base their hopes on removing or avoiding the specific irritant to the public, and hoping that the policy failure will not be noticed.

Deficits are a boring abstraction, Sen. Paul Laxalt (R-Nev.), the Reagan campaign chairman, says. People "can't relate to those huge numbers," he says. As long as interest rates do not rise, the public will not care, the Reaganites hope. They seem to believe that people cannot make the connection between the deficit and the deteriorating position of the United States in international trade—or the inevitable day of reckoning here at home.

The election will tell us whether Reagan or Lincoln has judged the public's credulity correctly. Meantime, shed a tear for those inside this Administration who must try to reconcile the realities of the world with the romantic notions floating around inside the head of Ronald Reagan. It is the belief of these men that Reagan can only be effective in persuading the public so long as he believes that he is being true to his own convictions. "The script has to make sense to him," one of them once told me, using the metaphor of Reagan's movie days.

The script in the Middle East and the domestic economy is shot full of holes. Everybody from Damascus to Dow-Jones knows it. But at the White House, it is important that Reagan not find out.

* * *

Columnist George Will, Washington Post:

His (Reagan's) strength is not that he is a great communicator. He is not. He is terrific at making people feel good about themselves and their country. That talent is necessary for any President—necessary, but not sufficient. A great communicator communicates ideas as well as moods, including complicated and sometimes distressing ideas. . . . His most serious potential weakness is the suspicion that he is on automatic pilot, navigating by ideology rather than reality, closed to evidence and unwilling to communicate unpleasant news or decisions.

* * *

George Will again:

Republican strength is related to the belief that the party may not be nice but is sensible—that it is hard-hearted, but not hard-headed. The new (Reagan) budget is the Republicans' "Chapter 11," a declaration of bankruptcy of political will and intellectual integrity.

Odds 'n Ends

NOW THE 'CESS POLL,' the ultimate poll. Radio station in Palo Alto County, Iowa, polls voters on presidential preference by reading off names of candidates, asking listeners to flush toilets to vote. Popularity is gauged by measuring drop in water pressure.

OH, TO BE RICH like the National Conservative PAC, which launches $2 million negative campaign against Walter Mondale reminiscent of its smear campaigns against several Senate incumbents past couple of elections. Starts TV/radio and news ads in New Hampshire. Not only does Mondale lash back at NCPAC's "character assassination," but one rival for Democratic presidential nomination, John Glenn, also denounces right-wing group's "lies" and "misrepresentations."

REAGAN STRENGTH IN SOUTH not rubbing off on GOP, New York Times poll finds. Huge growth of GOP strength in south that started with Barry Goldwater's candidacy in 1964 and resulted in fair number of elected Republicans at upper levels has ground to halt in Reagan years. Same poll taken in January 1980 and January 1984 shows GOP support hovering at about 19 percent, not enough to provide party any solid base in local level elections.

FAIR'S FAIR, and who would question the fairness of comforting the wealthy. Joint Committee on Taxation figures all taxpayers making less than $75,000 a year will *lose* from $95 to $138 as a result of Reagan tax changes. That's the bad news. Good news is the misunderstood rich—those over $75,000 a year—will realize *net gains* of $403 to $17,403.

WHAT'S ROGER STONE'S role in Reagan reelection campaign? He wears $600 suits, drives a Mercedes, lunches at the most expensive spots. Have you guessed his job yet? He's GOP's resident expert on blue-collar and ethnic voters and is regional director of Reagan campaign in northeast and midwest. Stone comes out of "new right" background, was one of founders of National Conservative PAC.

HOW MANY CANDIDATES for President? If you guessed a number fewer than 156, you're wrong. As of late January, exactly 156 had registered with Federal Election Commission, a number that's expected to double before filing closes. Major proposals of some of the candidates: Move nation's capital to Davenport, Iowa (well, why not?); eliminate Federal Reserve, International Monetary Fund, United Nations (Congress and the Treasury, too, if they don't act fast enough to lower federal deficit); abolish the Constitution; change length of a week to six days, year to 360 days to be "more harmonious with the universe."

CORPORATE SHARE of national tax burden has dwindled to less than 8 percent from the 25-plus of little more than a decade ago. Public is aware corporations aren't pulling their load. In recent Harris poll, 14 ways to help reduce federal deficit were listed. The only ones on which a majority agreed involved increasing corporate taxes. Each of three such options had more than 60 percent support. Two of Reagan's pet notions just don't fly. Only 17 percent back cut in entitlement programs; just 29 percent okay taxing workers for employer paid health insurance premiums.

Which 'Great Communicator' Are We Supposed to Believe?

"President Reagan said today that federal budget deficits were not a serious threat to the economic recovery and were not the cause of high interest rates."

—New York Times 2/16/84

"Only the threat of indefinitely prolonged high budget deficits threatens the continuation of sustained non-inflationary growth and prosperity. It raises the specter of sharply higher interest rates, choked off investment, renewed recession and higher unemployment."

—President Reagan, Budget Message to Congress 1/30/84

Reagan Administration blasted on unfair treatment of workers

AFL-CIO news

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Council cites assault on protections

By John M. Barry

Bal Harbour, Fla. — The AFL-CIO Executive Council issued a strong indictment of the Reagan Administration for using the instruments of government to favor employers and the wealthy and undermine the rights of workers and low-income families.

In a series of statements adopted at its winter meeting here, the council charged that the Administration has so crippled the enforcement of labor standards, civil rights, safety and health regulations and consumer protections that "only the election of a new President" can begin to undo the damage.

Specifically, the council charged that the Reagan Administration has:

- Interfered through the Office of Management & Budget with government rulemaking procedures so as to weaken standards and regulations and thus threaten "the health and well-being of workers and consumers."
- "Systematically eroded" worker rights under the Occupational Safety & Health Act.
- "Drastically cut" Medicare and Medicaid benefits for the needy and the elderly while seeking to tax workers' health care coverage but doing "little or nothing" to restrain health care inflation.
- Indicated that the Justice Dept. may intervene during the appeals process to oppose the landmark court victory on pay equity won by the State, County & Municipal Employees over the State of Washington.

In the area of foreign policy, the council said "the President's rhetoric cannot conceal the fact that his Lebanon policy has failed," and it accused the Administration of sending American troops into Lebanon without giving them "a clear sense of mission."

Earlier actions

The statements, detailed elsewhere in this issue, followed earlier council actions denouncing the Administration's economic policy failures and warning that its projected huge deficits "may tip the economy into yet another Reagan recession."

AFL-CIO President Lane Kirkland, at a news conference between sessions, expanded on the council's charges. Kirkland accused the Administration of "loading" the National Labor Relations Board with anti-union ideologues and systematically shifting the Labor Dept. from being "an

Continued on Page 3

Poverty rise documented by all tallies

Poverty rose substantially during the Reagan Administration no matter how it is measured, the Census Bureau found.

Earlier, it had reported that the percentage of Americans in households with incomes below the official poverty level had climbed 28.2 percent from 1979 to 1982.

Administration apologists have contended that the poverty data is misleading, since it doesn't take into account the value of non-cash benefits received by some of America's poor—primarily food stamps, subsidized housing and medical care.

Most poor households don't get all these benefits but the Census Bureau nevertheless put together an assortment of alternative measurements of poverty, using different assumptions as to the value of non-cash benefits.

The numbers differed substantially. But when the same approach was taken for 1979 and 1982 calculations, the rise in poverty was even sharper.

Compared with the 28.2 percent rise in the official poverty figures, based on cash income, the increase over the same period under the alternative computations ranged from 34.7 to 47.1 percent.

The highest percentage rise made what most observers consider an unrealistic assumption that the market value of virtually all goods and services available to low-income households translates directly into the same dollar amount of added income.

Official tally

For any one year, this achieves the greatest theoretical reduction in the number and percent of Americans living in poverty. Thus, for 1982, the poverty population would be only 22.9 million or 10 percent of the population instead of the official tally of 34.4 million or 15 percent.

But when the same assumptions are made for 1979, the increase in poverty is 47.1 percent.

Other alternatives, more in tune with what the Census Bureau considered a realistic cash equivalent, were closer to the official poverty figures, both in num-

Continued on Page 5

Protest union-busting

Leading a march to protest the anti-union policies of the Associated Builders & Contractors Association are AFL-CIO President Lane Kirkland and Vice President Charles H. Pillard. A number of other AFL-CIO Executive Council members joined the informational picketing by 1,200 demonstrators at a Miami Beach hotel where the non-union ABC was meeting. The march was organized by the Miami Building & Construction Trades Council and the South Florida AFL-CIO.

Health cost curb urged, 'takeaways' challenged

Bal Harbour, Fla.—The AFL-CIO called for legislation and community action to curb health care costs and urged affiliates to resist "takeaways" of health benefits at the bargaining table.

An Executive Council statement scored the Reagan Administration's punish-the-victim approach to the escalation of health costs—which have been going up about double the rate of the consumer price index.

In the two big public programs, the council noted, the Administration wants to compel the elderly and disabled to pay more for Medicare services and the poor to pay more for Medicaid.

The Administration has again proposed taxing workers on the "excess" value of health insurance provided by their employers to encourage shifts to cheaper limited benefit plans. And it also is pushing a voucher system that would "reward" federal employees who choose the least adequate health insurance, the statement pointed out.

The council gave a strong endorsement to the approach taken by the health care cost containment bill recently introduced by Sen. Edward M. Kennedy (D-Mass.) and Rep. Richard A. Gephardt (D-Mo.).

Strong endorsement

Their bill would tighten existing controls on hospital charges for Medicare patients and apply the controls on hospital and physician charges to non-Medicare hospital patients as well. The intent is to assure that lower costs for Medicare and Medicaid patients won't result in a shift of costs to hospital patients covered by private insurance plans.

The council noted that the AFL-CIO has urged affiliates and union members to take part in community coalitions organized to hold down health care costs while maintaining quality services. Such coalitions can negotiate fees and encourage development of health maintenance organizations, it suggested.

But "we cannot wait" on legislation or local community action, the council stressed, adding:

"Unions must strongly resist health care takeaways at the collective bargaining table. We urge our affiliates, when faced with demands to slash negotiated health care benefits, to propose alternatives which reduce costs without reducing benefits."

As an example, the statement urged,

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Unions, nursing home chain agree to improve relations

By Susan Dunlop

The Food & Commercial Workers and the Service Employees signed a letter of understanding with Beverly Enterprises, Inc. that points to improved relations with the nation's largest nursing home chain and smooths the way for organizing and bargaining by Beverly employees.

Under the terms, the unions will end their "corporate campaign" against Beverly in exchange for the company's commitment to recognize the right of employees to choose union representation and its cooperation in providing a "non-coercive atmosphere" during election campaigns.

The agreement also establishes a labor-management task force to resolve disputes.

Early in 1983, the SEIU and the UFCW launched a joint, nationwide campaign to organize Beverly employees and to improve patient care in the company's more than 800 facilities.

Part of the strategy included the corporate campaign—mounted with the cooperation of the AFL-CIO Food & Allied Service Trades Dept.—that used direct contacts with shareholders to put pressure on Beverly to change its anti-union stance.

On the organizing side of the campaign, the unions have won 70 percent of the elections at Beverly-owned or operated facilities, with most of the victories coming in the south. Several successful campaigns

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Election-year session of the COPE Administrative Committee was held during a break in the Executive Council meeting. The committee includes the council and political action officials of AFL-CIO affiliates.

Erosion of job safety-health rights tied to deliberate Reagan policies

Bal Harbour, Fla.—The AFL-CIO accused the Reagan Administration of undermining established job safety protections and interfering with the development of new federal standards.

The Executive Council specifically directed the accusations at the Occupational Safety & Health Administration and the Office of Management & Budget.

It charged that "since taking office in 1981, the Reagan Administration has systematically eroded worker rights under the Occupational Safety & Health Act," and urged that the labor movement "redouble our efforts through collective bargaining, establishment of safety and health committees and union participation in health and safety matters."

Congressional oversight

The council also called for "vigorous" congressional oversight of OSHA to thwart any further regressions in worker protections and to assure that the agency fulfills the congressional mandate.

The council said that under the Reagan Administration, OSHA has:

- Instituted a series of unjustified exemption programs that eliminate the rights to routine safety and health inspections for millions of workers.
- Restricted the right of workers and their representatives to obtain an OSHA inspection in response to oral and written complaints.
- Cancelled a provision guaranteeing pay for workers who participate in OSHA inspections.
- Failed to pursue cases of employer discrimination against workers who exercise their rights under the Act.
- Reduced training grants for worker education from $14 million to $7 million while pressing for a $6-million increase in the employer-only consultation grant program which can exempt employers from general schedule inspections.
- Proposed to eliminate thousands of substances from the list of chemicals covered by the access standard, for which records must be made available to workers and union representatives.
- Proposed to end union access to other health and safety information.
- Inflicted major staffing cuts that greatly reduced OSHA's effectiveness.

The council statement noted that the number of workers exercising their right to request a complaint inspection dropped from 29,000 in 1980 to just 13,000 in 1983 and more than a half of all worker complaints failed to generate an on-site inspection.

OSHA's dismal record under the Reagan Administration includes serious lack of commitment to protecting workers by developing new standards or improving old ones, the council said. Part of this is due to the desire of the White House Office of Management & Budget to put industry's imprint on all new regulatory efforts.

Strong objection

"The AFL-CIO strongly objects to OMB interference in standard-setting, which threatens the health and well-being of workers and consumers," the council stressed. "We will oppose OMB efforts to weaken government standards and regulations and resist legislative initiatives to increase OMB intervention in rulemaking."

It charged that "OMB has used its role as the reviewer of all proposed and final major federal regulations to advocate industry positions and to substitute its political judgments for technical judgments of the responsible agencies."

The council statement pointed out that OMB has "no expertise" in drafting detailed regulations, stressing Congress delegated this responsibility to the various government agencies. "OMB's expertise is limited to cutting costs, not safeguarding American society," it said.

Citing the overruling of proposed OSHA standards as one of many examples of OMB's "interference," the council noted that in cases where scientific evidence and statutory requirements have supported stronger actions, OMB has:

- Objected to a proposed federal "right-to-know" standard on chemical hazards as "unnecessary."
- Pushed for respirator use instead of engineering controls on cotton dust exposure.
- Contended that workers exposed intermittently to the toxic fumigant EDB do not need medical examinations.
- Blocked OSHA from issuing a proposed grain safety standard until OSHA substituted dry sweeping, which is virtually useless in protecting workers, for effective dust-control requirements.

The council also noted the recent rebuke OSHA received from a federal court for delays in enforcing a 1975 court order requiring on-site water and basic sanitation facilities for migrant workers. OSHA in turn pinned the delays on OMB's review of the regulations and its resistance to approval of prior versions of the rules.

The court ordered OSHA to produce a field sanitation standard or face a contempt citation for failing to meet a court-ordered deadline. The order came after OSHA requested more time to develop the standard, which has been in the works for more than a decade.

Florida voters urged to reject spending cuts

Bal Harbour, Fla. — The AFL-CIO called for the defeat of a proposed amendment to the Florida state constitution that would require an immediate rollback in state and local government spending to 1980-81 fiscal year levels, and limit future increases.

The measure, called the "Citizen's Choice Amendment," would produce an immediate cutback of about 25 percent of government spending and services in a state with a high proportion of elderly citizens and minorities who must look to government for the support they are unable to provide themselves, the Executive Council said in a statement.

The amendment, which will be voted on in a November referendum, would also cut back on the education of the young, and require a constant shrinking of state and local government services in the future. "It would be devastating to both private and public sector workers," the council said.

"Florida's Amendment 1 goes well beyond California's destructive Proposition 13 and the tax rollback initiative recently defeated in Ohio," the council statement observed. "Victory for the illusionary tax limitation campaign in Florida would give new life to those who claim society has no responsibility for the jobless, the poor and the infirm."

Reagan 'wrong again' on pay equity

Bal Harbour, Fla.—Hints by the Justice Dept. that it may intervene against workers in the appeal of the landmark Washington State pay equity decision are "the latest evidence" that the Reagan Administration is "continually wrong" on civil rights issues, the AFL-CIO Executive Council declared.

In a statement underscoring the AFL-CIO's strong support efforts to win pay equity, the council criticized indications made by Assistant Atty. Gen. for Civil Rights William Bradford Reynolds that the Justice Dept. may join in the state's appeal of a federal district court decision finding Washington guilty of deliberate, sex-based pay discrimination against its employees. The case was brought by the State, County & Municipal Employees as part of a decade-long effort to win equity for state workers.

The court has ordered the state to raise the pay of some 15,000 of its employees, mostly women, and to provide back pay as a remedy for the bias.

The council's statement stressed that "the proper role for the United States is to provide aid and assistance to the victims of sex discrimination, not to the employers whose pay policies exploit women."

The labor movement would appeal to the federal government to change its position and support AFSCME's position "in other times," the council said, "but given the Administration's record, there is little hope for such a change" from the Reagan Justice Dept.

The AFL-CIO will work with AFSCME in the appeal process "to preserve . . . the pay equity victory" in the case, the council said.

Pension fund raids prompt call for action

Bal Harbour, Fla.—Loopholes in the federal pension protection law have allowed companies to manipulate retirement funds for their own profit, the AFL-CIO Executive Council charged.

The council expressed concern at a trend toward termination of "over-funded" defined-benefit retirement plans so that firms can pocket "excess" fund assets.

A plan is considered over-funded if the value of its assets exceeds the amount that would be needed to pay off the accrued benefits due to its employees. The so-called over-funding usually results from increased interest rate assumptions or fluctuations in the value of securities held by the fund.

The council statement expressed concern at the inaction of the Labor Dept., the Internal Revenue Service and the Pension Benefit Guaranty Corp. in the face of increased "corporate raids" on pension funds.

Since 1980, it noted, 138 corporations have taken over $517 million from their employees' pension funds in "excess assets." An estimated 2,700 other defined-benefit plans have "excess assets" of over $1 million, providing what the council saw as a "tempting" target.

Fund abuse

The council also voiced concern at abuse of a section of the pension reform law—the Employees Retirement Income Security Act—which allows up to 10 percent of a pension fund's assets to be invested in the stock of the company.

While that isn't necessarily improper if the transfers of stock are at fair market value, the council noted that pension rights earned by workers can be endangered by stock manipulations and transfers made to benefit the company rather than the pension fund.

An accompanying fact sheet noted that stock transfers are made to improve a company's cash liquidity or to protect a corporation from take over. It suggested the need for greater scrutiny and regulation to assure that workers' pensions aren't endangered.

The council called on Congress "to protect the rights of pension participants and to preserve the integrity and promise of the nation's private pension system."

HRDI seeks to make unions 'full partners' in job training

Bal Harbour, Fla. — The AFL-CIO Human Resources Development Institute got a green light from its board of trustees for a continuing effort to make the trade union movement a full participant in carrying out the federal Job Training Partnership Act.

HRDI President Alan Kistler said the institute has worked with AFL-CIO central bodies in every state and with many of the federation's affiliates "to strengthen organized labor's participation in job training and make HRDI's resources available to the labor movement nationwide."

A report by HRDI Director Mike Arnold stressed the dual goals of making the trade union movement a full partner in JTPA programs, and seeing that training programs aren't used to displace regular workers or undercut their conditions of employment.

In addition to its JTPA activities, Arnold noted, the institute is strengthening its placement assistance to handicapped and disabled workers.

The trustees also reviewed HRDI activities to help workers hit by plant closings and large-scale layoffs—a problem continuing despite improvements in the economy. Programs typically involve cooperative efforts by unions, companies and communities where layoffs take place.

AFL-CIO President Lane Kirkland, who will again serve as chairman of HRDI's board of trustees, commended the institute for its achievements in the face of severe reductions in federal funding over the past three years.

Kistler, who is director of the AFL-CIO Dept. of Organization & Field Services, was re-elected president and AFL-CIO Comptroller William Collins was re-elected secretary-treasurer.

Three new trustees were elected: Oil, Chemical & Atomic Workers President Joseph M. Misbrener, Carpenters President Patrick J. Campbell and Plumbers & Pipefitters President Marvin J. Boede.

Administration blasted for undermining rights, protections of workers

Continued from Page 1

advocate and defender of the interests of working people" and a new role as "an outpost of employers."

He called the first three years of the Reagan Administration a "bleak" period for workers and the country at large.

In other major actions during the week-long meeting, the Executive Council approved the issuance of an AFL-CIO charter to the Association of Flight Attendants, which previously had been an autonomous affiliate of the Air Line Pilots. The request for the direct charter was presented by AFA President Linda A. Puchala with the support of ALPA President Henry A. Duffy.

Two boycotts

The council also endorsed consumer boycotts being pressed by the Newspaper Guild against Consumers Union publications and services and by the Machinists against Nixdorff-Lloyd Chain Co. of St. Louis. In both cases the unions are engaged in unfair labor practice strikes against the employers.

Three other firms were added to labor's "unfair" list for engaging union busting tactics that have disrupted bargaining relationships. They are the Foss Launch & Tug Co. of Seattle, where the Masters, Mates & Pilots are seeking a new contract; the R-Way Furniture Co. of Sheboygan, Wis., where the Furniture Workers are on strike, and MAPCO Petroleum's Delta Refinery in Memphis, Tenn., where members of the Oil, Chemical & Atomic Workers are fighting to preserve their contract.

As an outgrowth of discussions at the 1983 AFL-CIO convention, a delegation of three state federation presidents—Robert G. Gibson of Illinois, Julius Uehlein of Pennsylvania, and Marvin L. Williams of Washington—reported on problems confronting state and local central labor bodies.

Following their presentation, the council adopted a statement strongly encouraging the affiliation of all local unions with the central bodies and calling for creation of a special subcommittee to explore ways of achieving expanded affiliations.

Other council statements adopted in the final days of the meeting called for defeat of Florida's Amendment 1, which seeks to roll back public spending in that state; efforts of unions and their members to achieve a totally voluntary blood donor program that will assure an adequate supply of safe blood; redress of the injustices committed against Americans and resident aliens of Japanese and Aleut ancestry who were interned and relocated during World War II, and action by Congress to preserve the integrity of workers' pension funds against corporate raids.

Sec.-Treas. Thomas R. Donahue presented a series of reports to the council on the federation's finances, the operations of the internal disputes plan, and several resolutions referred to the council by the convention. Donahue also gave an interim report on the activities of the Committee on the Future of Work.

Committee reports were presented by Vice Presidents Charles H. Pillard on housing, Al Heaps on community services, William H. Wynn on relations with United Way of America, John J. Sweeney on social security, J. C. Turner on occupational safety and health, and William W. Winpisinger on retirees.

The council approved grants to cover the budgets of the American Institute for Free Labor Development and the following support groups: the A. Philip Randolph Institute, Labor Council for Latin American Advancement, Concerned Seniors for Better Government, National Council of Senior Citizens, Coalition of Labor Union Women and Frontlash.

Contributions approved

Contributions were voted to the National Urban Coalition, Afro-Asian Institute of Histadrut, Coalition to Protect Social Security, Religion & Labor Conference, Urban Environment Conference, Inc., Conference on Economic Progress, National Council of Negro Women, National Consumers League, Freedom House, University of Oregon Foundation, National Urban League, Southern Regional Council, Consumer Energy Council of America, National Low Income Housing Coalition, Franklin D. Roosevelt Four Freedoms Foundation, Americans for Energy Independence, National Housing Conference, Full Employment Action Council, Leadership Conference on Civil Rights, the Samuel Gompers Papers, National Park Foundation, Henry M. Jackson Foundation, Reading Is Fundamental, Committee for National Health Insurance, the New Leader, Joint Council on Economic Education, National Economic Recovery Project, No Greater Love, People for the American Way and the Jewish Labor Committee.

The next meeting of the Executive Council will be held May 7-9, 1984, at the Seafarers' Harry Lundeberg School of Seamanship at Piney Point, Md.

Focus on France

Sec.-Gen. Andre Bergeron of the French labor federation, Force Ouvriere, addresses the Executive Council winter meeting. He cited the long history of cooperation between FO and the AFL-CIO. Bergeron also discussed economic and political developments in France and Western Europe. He is flanked by AFL-CIO International Affairs Director Irving Brown and President Lane Kirkland.

Mediation proves effective in settling affiliate disputes

Bal Harbour, Fla. — AFL-CIO Sec.-Treas. Thomas R. Donahue said that mediation continues to prove its effectiveness as a means of settling disputes between affiliates under Article XX of the AFL-CIO Constitution.

In his annual report on the operations of the Internal Disputes Plan set forth in Article XX, Donahue said 51 cases—57.3 percent of those processed during the year — were settled at the mediation level. Since 1962 when the plan was initiated, 1,303 of the 2,281 cases filed have been resolved through mediation.

All cases filed since February 1982 have been handled by a permanent mediator, John N. Gentry. In cases not settled at the mediation level, the impartial umpires, D. Quinn Mills and Howard Lesnick, conduct hearings and issue determinations. Such determinations have been issued in 967 cases since the plan's inception.

New cases

The report showed that 65 new cases were filed in 1983, and 31 remained pending at the end of the year. Umpires' determinations found violations in 21 cases and no violations in eight, with two cases pending at that level.

Seven appeals were pending at the start of the year, and 14 new appeals were filed. At the subcommittee level, determinations were sustained in nine cases. The appeals were withdrawn in four cases and remained pending in 13.

Twenty non-compliance complaints were pending at the start of the period, and eight were filed during the year. Subcommittees achieved compliance in eight cases and found non-compliance in one. Two complaints were withdrawn and 14 remained actively pending while three others were non-active.

Two affiliates remain listed as in non-compliance and subject to Article XX sanctions: the International Typographical Union and the National Association of Broadcast Employees & Technicians.

In other action, the Executive Council granted one-year extensions of Article XX jurisdictional protection in seven situations where active organizing campaigns are under way but election petitions cannot be filed because of contract restrictions or other rules.

The seven cases involve units sought by the State, County & Municipal Employees at Sacramento, Calif., Suffolk County, N.Y., Connecticut Community College, Maine State Employees, Tonawanda, N.Y., and Warm Springs, Mont.

Wider union role pressed to spur blood donations

Bal Harbour, Fla.—A shortage of blood and blood products necessary to meet patient needs makes expanded blood donations by union members and their families critically important, he AFL-CIO said.

"It is vitally important that this shortage be overcome," the Executive Council declared. "While union members voluntarily provide about one-third of the annual supply of blood to the American Red Cross and a large amount to other agencies, we must do more."

The council also urged that affiliated unions enter into specific agreements with agencies for the voluntary donation and distribution of blood in their communities, as some international unions now do.

The AFL-CIO has long called for a totally voluntary blood program that would assure an adequate supply of safe blood and blood products, the council noted. The program calls for:

- The nation's total supply of blood and blood products be furnished by voluntary donors, and any healthy individual who meets nationally uniform health standards be encouraged to donate blood, and that medical need be the only eligibility requirement for receiving blood.
- All blood banks and blood services be federally licensed under uniform federal standards and inspection, and that any uniform national blood resource-sharing program or organization of blood services be required to meet all federal requirements to assure safe blood supplies.

Muddled Mid-East policy assailed

Bal Harbour, Fla.—The Reagan Administration's inability to distinguish between its friends and foes in the Middle East has opened new opportunities for Soviet involvement in the region, and produced a defeat for American policy, the AFL-CIO charged.

The Executive Council said in a statement at its winter meeting that the President's rhetoric cannot conceal the fact that his Lebanon policy has failed.

"Indeed, the rhetoric only compounds the confusion and uncertainty of purpose that have clouded the Administration's policy from its inception," the council charged.

"American troops should not be dispatched anywhere in the world without a clear sense of mission that they and the American people can understand and support. Instead of defining such a mission, the Administration has issued a stream of contradictory statements and assessments of the situation in Lebanon."

While some Administration spokesmen have said U.S. Marines were sent to Lebanon to defend the Gemayel government, others have said their mission simply was to protect Americans in the Beirut area, the council noted. Some have said the United States would oppose abrogation of the May 17 agreement on Israeli withdrawal from Lebanon, and still others have said that since the United States did not sign the agreement it had no position on the matter.

Contradictions

The council also pointed out that some Administration spokesmen said that the Marines would be redeployed to offshore ships in 30 days, while others said they would leave Beirut earlier. And from the beginning of the U.S. military presence in Lebanon, sharp disagreements between the Pentagon and the State Department over objectives and prospects for success have undermined the Marines' morale and public support for the mission.

"These contradictions suggest that the President has been unable to understand, let alone define and explain, his own policy in Lebanon," the council said. "At issue here is not simply the gross mismanagement of a policy, but the policy itself."

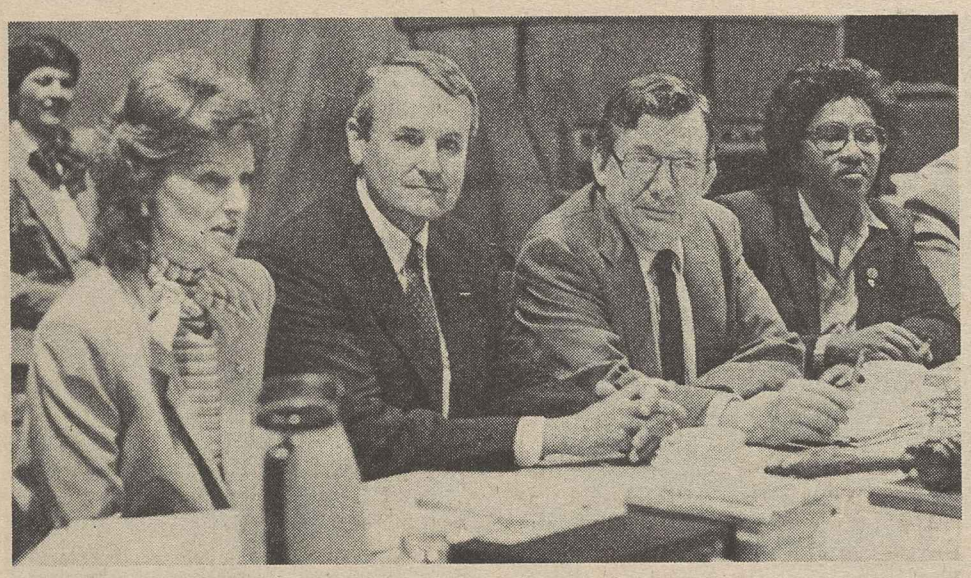
The council was highly critical of the Administration for pressuring Israel to halt its advance into Lebanon and calling for it to withdraw its troops in the assurance that Syria would also withdraw its forces.

"It is clear that the Syrians have no intention of quitting Lebanon and, indeed, see their predominance there as progress toward their dreams of a 'Greater Syria,' " the council said. "Syrian expansionism, funded by other Arab states and backed by Soviet arms, constitutes the chief obstacle to peace in Lebanon—not the Israeli army."

At a press conference, AFL-CIO President Lane Kirkland said that the key to progress in the region is "a full and frank recognition that we have only one dependable ally in the Middle East, and that is the State of Israel."

The United States should do nothing to weaken or undermine the position of that democracy, the council stressed.

"Contrary to what seems to be wisdom in many quarters of the foreign policy establishment, the problems, the conflicts, the burning issues in the Middle East are in no case the fault of Israel or the result of Israel's presence," the council said.



At the Executive Council meeting, Flight Attendants President Linda Puchala, Air Line Pilots President Henry Duffy, AFL-CIO President Lane Kirkland and Vice President Barbara Hutchinson. The council approved a charter for AFA.

Gilliam, McGlotten named to key AFL-CIO staff posts

Arleen F. Gilliam has been appointed an assistant to the AFL-CIO secretary-treasurer and director of a new federation division of budget and planning, while Robert M. McGlotten has been named to the top associate director's post in the Dept. of Legislation.

In another appointment, Legislative Director Ray Denison announced that Ernest Dubester will join the AFL-CIO staff Apr. 9 as a legislative representative.

Gilliam has been on the federation's staff since 1981 as an assistant director of the Dept. of Occupational Safety, Health & Social Security, specializing in unemployment insurance and workers' compensation issues. Most recently she has been working with Sec.-Treas. Thomas R. Donahue on budget matters.

Before joining the AFL-CIO, Gilliam was with the Labor Dept. as executive assistant to the assistant secretary for employment and training. Earlier, she was a budget analyst with the Congressional Budget Office.

Gilliam, who is 35, received a bachelor's degree in economics from Skidmore College and a master's of business administration degree from the Sloan School of Management at the Massachusetts Institute of Technology where she specialized in labor and industrial relations.

McGlotten, who had been an associate director of legislation, has been given new duties as Denison's top assistant. He assumes the post formerly held by Howard Marlowe, who left the federation to form his own government affairs consulting firm.

McGlotten, 46, has been on the legislative department staff since 1974 after serving as executive director of the AFL-CIO Human Resources Development Institute and as a staff representative in the federation's Dept. of Civil Rights. During 1973, he was on leave for an assignment with the Labor Dept.

Before coming to the AFL-CIO in 1967, McGlotten was a staff representative with the Transport Workers. He attended St. Joseph's College for Industrial & Labor Management in Philadelphia and holds a law degree from the University of Pennsylvania.

Dubester has been an attorney with the firm of Highsaw & Mahoney since 1981 where he worked with a number of AFL-CIO unions on various issues including employer bankruptcies.

He was on the staff of the National Labor Relations Board for six years, including service as senior counsel to former NLRB Chairman John Fanning. He was on the staff of the Senate Labor Committee and has been an aide for several members of Congress.

Dubester, who is 33, received a bachelor of arts degree in political science from Boston College, a law degree from Catholic University, and a master's degree in labor law from Georgetown University.

Pilots endorse shift

Direct charter voted for Flight Attendants

Bal Harbour, Fla. — The Flight Attendants became the newest affiliate of the AFL-CIO with Executive Council's approval of a charter for the 21,000-member union that represents cabin crews on 14 air carriers nationwide.

The AFA is headed by President Linda A. Puchala, Sec.-Treas. Pamela Casey and Vice President Susan Bianchi Sand, making it the first AFL-CIO union whose top officers are all women. AFA is based in Washington, D.C.

The Flight Attendants had been an autonomous affiliate of the Air Line Pilots since 1973, and the council acted on AFA's request for its own charter with the strong endorsement of ALPA President Henry A. Duffy.

At a news conference following the council action, Puchala said AFA's status as an autonomous, chartered union within the AFL-CIO gives it "recognition from the labor movement as the national flight attendant union" that will be a major boost to the union's organizing activities.

Organizing prospects

Puchala said of the nation's 60,000 flight attendants, about 40,000 are organized. In addition to AFA's 21,000 members, attendants on a number of other carriers are represented by the Transport Workers, the unaffiliated Teamsters, and by unaffiliated unions. Of the major national carriers, only Delta Airlines flight attendants are currently non-union.

AFA plans organizing drives among unaffiliated and non-union flight attendants, Puchala said, stressing that emphasis will be put on encouraging existing company unions to affiliate with AFA.

She told reporters that when the first flight attendants union was established in the 1940's within the structure of the pilots' association, its leaders had set a goal of eventually obtaining a separate union charter.

The union operated as a stewards' and stewardesses' division of ALPA until 1973 when it became a self-governing affiliate of the Pilots with separate financial, bargaining and political structure.

Joint efforts by Duffy, AFL-CIO President Lane Kirkland and Secy.-Treas. Thomas R. Donahue and Vice President Joyce Miller—who is president of the Coalition of Labor Union Women — helped AFA obtain its new charter, Puchala said.

She stressed that the union's goals today continue to be strong representation of employees' rights in an airline industry that has been "disrupted" by deregulation, accelerated legislative and political activity, stepped-up action to deal with Civil Aeronautics Board and Federal Aviation Administration actions that effect flight attendants working conditions and air passenger safety, and strengthened collective bargaining efforts.

Puchala, who has been president since 1979, began her career as a flight attendant in 1969 on North Central Airlines, and has held local and national posts with AFA since 1973.

Casey, also elected in 1979, became a flight attendant with Alaska Airlines in 1971, and Sand, who heads AFA's organizing, legislative and training programs, began flying with United Airlines in 1969. She was elected in 1979.

The AFA charter brings the number of AFL-CIO affiliates to 96, and marks the fifth charter issued by the merged federation since 1955. Previous newly chartered unions include the Farm Workers in 1966, the Federation of School Administrators in 1976 and the Union of Police Associations and the Federation of Professional Athletes, both in 1979. The number of affiliates has changed frequently over the years, primarily because of mergers.

Redress backed for relocations of World War II

Bal Harbour, Fla.—Legislation to redress injustice suffered by Americans of Japanese and Aleut ancestry interned or relocated by the federal government during World War II is "clearly deserving" of the nation's support, the Executive Council declared.

"The legislation now pending before the Congress to implement the recommendation of the Commission on Wartime Relocation & Internment of Civilians does not seek to place blame or impugn the motives of those who pursued these policies 40 years ago.

"It seeks to redress a constitutional wrong and to resolve that such a violation of basic American democratic principles will not happen again. This unique and tragic national experience requires unique remedy," the council declared.

Proposed remedies

Bills introduced by Sen. Spark M. Matsunaga (D-Hawaii) and House Majority Leader Jim Wright (D-Tex.) would provide three major remedies: an apology to those who were wrongly interned or relocated, pardons to those who violated laws while refusing to accept racially discriminatory treatment, and compensation to those still living.

The Wright bill, backed by 80 cosponsors, and the Matsunaga bill, supported by 13 cosponsors, differ only in the compensation they would award the Aleutian Islands natives.

Trust funds would be set up for educational and humanitarian purposes under both measures. Each surviving internee of Japanese ancestry would receive $20,000 in compensation. The House bill would give $5,000 to each surviving Aleut, while the Senate bill would give each surviving Aleut $12,000.

The congressionally appointed Commission on Wartime Relocation & Internment of Civilians concluded after a two-and-a-half year investigation that a "grave injustice was done to American citizens and resident aliens of Japanese ancestry who, without individual review or any probative evidence against them, were excluded, removed and detained by the United States during World War II."

Two new consumer boycotts backed

Bal Harbour, Fla.—The AFL-CIO Executive Council endorsed consumer boycotts against publications and services of Consumers Union and products of Nixdorff-Lloyd Chain Co.

The council also condemned three companies—Foss Launch & Tug Co., R-Way Furniture Co. and MAPCO Petroleum Inc.'s Delta Refinery—for union-busting tactics that have disrupted bargaining relationships.

The boycott against Consumers Union of Mount Vernon, N.Y., which includes its monthly magazine, Consumer Reports, was launched by the Newspaper Guild after management's refusal to bargain on anything but rollbacks forced employees to strike Jan. 9. The Guild had been trying to bargain a new agreement for three months.

The union represents 140 employees including writers, editors and artists, engineers, technicians and researchers who study, test and evaluate products, and CU's professional and clerical office staff. Ironically, the council noted, CU was founded 47 years ago by striking employees of Consumer Research magazine.

The council urged union members to cancel subscriptions to all CU publications, to refuse financial support to CU legal advocacy offices and to urge television and radio stations and local newspapers to drop CU information services.

Publications in addition to Consumer Reports and the annual buying guide include a children's magazine, Penny Power, a newsletter, Advance Alert, and new books entitled "Love, Sex and Aging" and "Consumer Reports Guide to Electronics in the Home."

CU films are shown on Home Box Office cable television, its tv, radio and newspaper features are distributed nationally, and its legal aid offices operate in several cities. A new service, "Dial Consumer Reports," is being tested in Los Angeles.

In its statement on the Nixdorff-Lloyd Chain Co. boycott, the council pointed out that Machinists have been on strike against the St. Louis firm since August 1982.

Union-buster at work

The company has hired strikebreakers to replace the 177 IAM members, the council noted, stressing that Nixdorff-Lloyd has been using a union-busting consultant to direct its strategy.

The company has refused to make any effort to resolve the 17-month-old dispute since it forced the strike, the council said.

Nixdorff-Lloyd heavy duty chain, identifiable by the company name on the spool, is sold to consumers in hardware stores, the council pointed out. The company also manufacturers welded and unwelded chains for buses, trucks and farm equipment.

The three companies were placed on the AFL-CIO Unfair List to call attention to their anti-labor tactics. The firms are:

- Foss Launch & Tug Co., which forced members of the Masters, Mates & Pilots to strike the Seattle firm Feb. 2, after management abandoned a 50-year history of constructive bargaining and refused to enter negotiations to renew the agreement that expired Jan. 31.

- R-Way Furniture Co. of Sheboygan, Wis., which dumped a 40-year bargaining relationship with the Furniture Workers and demanded that union members accept a "final offer" package of concessions ranging from a cut in the wage rate for piecework to a limitation on the union's ability to file grievances. The 135 UFWA members walked off the job on Jan. 11.

- MAPCO Petroleum's Delta Refinery in Memphis, Tenn., where management rejected a proposal by the Oil, Chemical & Atomic Workers to extend the then-current contract beyond its Jan. 7 expiration date and instead unilaterally cut wages and medical benefits, consolidated and eliminated some job classifications and increased use of unskilled workers employed by outside contractors. The company has ignored a cease-and-desist order from the National Labor Relations Board.

The Executive Council asked the Union Label & Service Trades Dept. to work with the Newspaper Guild and the Machinists in publicizing the consumer boycotts throughout the labor movement, and urged all AFL-CIO affiliates to inform their members of the union-busting activities of the firms on the unfair list.

Appeals court orders aid restored to disabled

A decision by the 9th U.S. Circuit Court of Appeals ordering the Reagan Administration to restore disability payments wrongfully denied to thousands of former social security receipents could have nationwide impact.

The decision, affecting between 50,000 and 80,000 people in the court's nine-state jurisdiction in the West, came on Feb. 22 as Health & Human Services Sec. Margaret M. Heckler was defending her handling of the disability benefits program at a Senate Budget Committee hearing.

The appellate court in San Francisco rebuked Heckler for not complying with two of its earlier decisions ordering the department to prove that a recipient's medical condition had improved before it cancelled benefits. In its latest decision, the appeals court said that Heckler had undermined the Constitution's separation of powers principle by defying a court order.

Attorneys handling the class action suit filed in U.S. District Court in Los Angeles in behalf of a number of disabled workers and poor people said that about 400,000 Americans have lost their benefits since the Administration began its review of disability cases in March 1981.

While the 9th Circuit decision is binding only in California, Washington, Montana, Oregon, Idaho, Alaska, Hawaii, Nevada, Arizona, and Guam, it sets a precedent that courts in other parts of the nation may cite in ruling on similar cases.

Defying the court

The appeals court noted in its decision that "far from raising questions of judicial interference in Executive actions, this case presents the reverse constitutional problem: the Executive Branch defying the court and undermining what are perhaps the fundamental precepts of our constitutional system — the separation of powers and respect for the law."

At issue in the case, filed by the Legal Aid Foundation of Los Angeles and several other public interest groups, was how the Social Security Administration evaluated a recipient's medical condition in cutting off benefits. In 1981 and 1982, the 9th Circuit ruled that the Administration could not cancel the benefits unless it first presented evidence that a person's medical condition had improved.

In its wholesale purge of people from social security disability insurance and supplemental security income rolls, HHS did not submit such proof. When the appeals court issued its rulings, Heckler defied them and refused to acquiesce in agreeing to an injunction.

Judge William Gray of the Los Angeles federal district court, where the class action suit originally was filed, had ordered Heckler to restore the benefits.

The case went to the Supreme Court, where Justice William Rehnquist stayed Gray's order until the 9th Circuit ruled on the government's appeal. That ruling has now been issued. The government has not indicated whether it will further appeal the decision. It has two weeks to do so.

In testimony before the Senate Budget Committee, Heckler defended the HHS reviews of social security disability payments, insisting they were "totally fair," and that there was no need for evidence of "medical improvement" to terminate benefits.

Legislative redress

The AFL-CIO has pressed for congressional action to stop the unjustified cancellation of the benefits. In a letter to Sen. Robert Dole (R-Kan.), chairman of the Senate Finance Committee, Legislative Director Ray Denison called for enactment of a measure to ensure "fair, accurate and humane review" for all disability insurance beneficiaries.

Denison said the AFL-CIO supports the thrust of a House bill sponsored by Rep. J. J. Pickle (D-Tex.) and a more limited Senate bill by William S. Cohen (R-Me.) and Carl Levin (D-Mich.) committing the Social Security Administration to certain standards in evaluating disability.

All measurements show sharp rise in poverty rolls

Continued from Page 1

bers and in the percentage of increase from 1979 to 1982.

In 1972, a family of four was considered poor with a cash income less than $7,486. The 1982 equivalent, after adjustment for inflation, was $9,862.

Unemployment and inflation were principal factors in the rise in poverty over the survey period, but Reagan program cuts also resulted in less non-cash assistance for many low-income households.

The Census Bureau report showed that the average market value of non-cash benefits received by poor families declined by 10.4 percent from 1979 to 1982.

Inclusion of the value of non-cash benefits brought about a substantial reduction of the number of older people counted as poor, since they are the most frequent users of medical care. Adding the value of Medicare and Medicaid services to their cash income thus had a large impact even though the medical care didn't make them any more affluent.

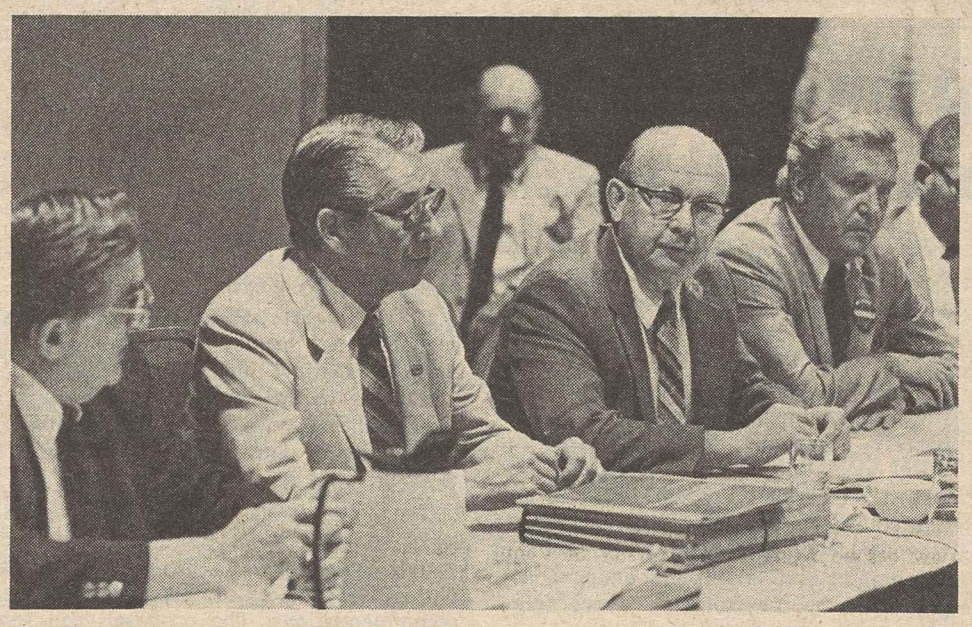
Unemployment also more than offset the stimulus of the first year of the Reagan tax cut, another new Census Bureau report showed.

In 1981, the latest year for which data is available, the after-tax income of the average household dropped 2.6 percent in constant dollars from the previous year.

For most people below the upper-income brackets, higher social security taxes offset the first-stage drop in income taxes. And even considering only the income tax, the proportion of poor people paying taxes rose from 7.7 percent in 1980 to 10 percent in 1981, the report showed.

The census study found that households with incomes of $75,000 or more had paid 41.3 percent of their incomes in taxes of some sort during 1980. But in 1981, the rate was only 38.9 percent.

Because social security benefits are adjusted for inflation, the after-tax income of the elderly rose by 1.7 percent from 1980 to 1981. But this was more than offset by a 3.2 percent drop in the income of households headed by a person under 65.



Role of central bodies

State and local labor bodies are the lifeblood of AFL-CIO programs, and local unions should be urged to affiliate with them, AFL-CIO Vice President Robert F. Goss stressed during the Executive Council meeting. Goss, who chaired the convention committee on state and local councils, was joined in his report by three state federation presidents. From left are Marvin L. Williams of Washington, Julius Uehlein of Pennsylvania, Goss, and Robert G. Gibson of Illinois.

Retail price index registers sharpest rise in five months

Retail prices in January posted their sharpest increase since last August, rising five-tenths of 1 percent as food, fuel, and telephone rates all cost consumers more.

About half of the January jump in the government's Consumer Price Index for Urban Wage Earners & Clerical Workers (CPI-W) was due to higher prices for food, particularly for beef, pork, poultry, eggs, fresh fruits and vegetables, the Bureau of Labor Statistics said.

By another measure — the Consumer Price Index for All Urban Consumers (CPI-U) — the January price rise was even greater, six-tenths of 1 percent. CPI-W is used for indexing social security and some other federal payments.

Severe winter weather was the cause of much of the rise in food prices, BLS said. The cold winter also pushed up home heating oil prices sharply.

The rise in local telephone rates because of rate restructuring following the breakup of the American Telephone & Telegraph Co., also contributed to the CPI rise, the bureau said.

The overall January increase in prices compared with a one-tenth of 1 percent increase in December, and was the highest since August when there was an identical rise in the CPI.

Food tops price rise

Food prices rose 1.5 percent in January, after rising four-tenths of 1 percent in December. Medical care charges increased seven-tenths of 1 percent after rising four-tenths of 1 percent the previous month, and other goods and services rose eight-tenths of 1 percent compared with a rise of four-tenths of 1 percent a month earlier.

The Labor Dept. also reported that "real" average weekly earnings rose 1 percent in January, after rising six-tenths of 1 percent the month before. That reflected a six-tenths of 1 percent increase in average hourly earnings and an eight-tenths of 1 percent rise in average weekly hours worked, which were partially offset by the five-tenths of 1 percent rise in the CPI.

Over the year, the inflation-adjusted earnings were up 2.1 percent, but still below the 1979 level. Real weekly earnings expressed in constant, uninflated 1977 dollars averaged $174.91 a week in January.

The lower rate of inflation is largely the result of the long Reagan recession, as well as more stable world oil prices and a rising dollar that helped cause an actual decline in energy prices.

'Safety net' repair bill introduced

Three Democratic House members, all chairmen of subcommittees concerned with "safety-net" programs for the poor, joined in introducing an omnibus anti-poverty bill which includes a number of features that have been urged by the AFL-CIO.

The bill, by Representatives Charles B. Rangel (N.Y.), Harold E. Ford (Tenn.) and Henry A. Waxman (Calif.), was proposed in the wake of Census Bureau reports documenting a sharp rise in poverty, no matter how it is measured.

They said their bill's "primary purpose" is to reverse that trend and its ingredients include a federal floor under AFDC benefits—for families with dependent children. It would require all states to provide assistance to two-parent families where both parents are unemployed. Only 25 states do so under the present optional program.

Other proposed changes would be designed to restore work incentives by avoiding an abrupt cutoff of assistance when a parent goes to work, mandate health insurance coverage for the unemployed and adopt various measures to reduce federal taxes on the working poor.

Council supports state, local bodies in affiliation drive

Bal Harbour, Fla.—The AFL-CIO Executive Council pledged to step up its efforts to encourage affiliations by local unions with state and local central labor bodies.

The council, in a statement that praised the central bodies as "the vital links" between the AFL-CIO, local unions and communities, pointed out that it is the central bodies "that coordinate and implement labor's programs by protecting and advancing the interests of working men and women at the state and local levels."

Stressing its commitment to strengthening the state and local councils by encouraging all eligible local unions to affiliate, the council endorsed appointment of a special AFL-CIO subcommittee on affiliation from the Ad Hoc Committee on State and Local Central Labor Bodies. The subcommittee will explore programs to expand affiliations, including "special efforts" by national and international union officers in cooperation with the AFL-CIO Dept. of Organization & Field Services.

Members of the subcommittee, named by Federation President Lane Kirkland, are Vice Presidents Wayne E. Glenn, chairman, and Kenneth T. Blaylock, John DeConcini and Charles H. Pillard.

The council adopted the statement after hearing a report on the current condition of central bodies and a rundown of their common problems by the presidents of three major state federations—Robert G. Gibson, Illinois; Julius Uehlein, Pennsylvania, and Marvin L. Williams, Washington.

The report grew out of discussions of the Committee on State & Local Central Bodies at the 1983 convention. Vice President Robert F. Goss, who chaired the convention committee, presented the state AFL-CIO leaders to the council.

Voting rights

Sec.-Treas. Edward Fire of the Electronics Workers took exception to a remark by NBC's John Chancellor after the Iowa primary and wrote a letter to set the television commentator straight.

Chancellor suggested that a union member at a political caucus might have cause to worry that his shop steward would know how he voted. The implication was that retribution awaited a member who strayed from labor's political line.

Fire pointed out that shop stewards and union officers are elected by their fellow union-members and stand regularly for re-election. If there's any political backlash, it would be the steward who takes the heat, not the rank-and-file member.

So much for "labor bosses."

Newest officer

Sec.-Treas. Calvina S. Little of the United Garment Workers is formally sworn in as a vice president of the AFL-CIO Union Label & Service Trades Dept. at its winter meeting by President James E. Hatfield, center, and Sec.-Treas. John E. Mara. Little was elected last fall and her term began Jan. 1.

Unions, nursing home chain agree to improve relations

Continued from Page 1

in Texas were aided by the AFL-CIO's Houston Organizing Project.

The joint campaign, the Beverly Employees Cooperative Action & Reform Effort, or BEVCARE, has been widely supported by a number of senior citizen, patient advocacy and nursing home reform groups.

Although all terms of the agreement were not made public, UFCW President William H. Wynn, SEIU President John J. Sweeney, Beverly Chairman Robert Van Tuyle and President David Banks said in a joint statement that the understanding "defines guidelines for an on-going relationship and provides a framework for cooperation on programs for employees and patients."

The union and company officials said a number of long-standing disputes were resolved under the terms of the agreement, and they agreed that the pact is based on recognition that both labor and management are committed to providing quality health care for residents and dignity and decent standards for employees.

Sweeney stressed that the agreement will aid the union in fulfilling "our commitment are committed to providing quality cency for employees." He said the understanding "is really the beginning of our full-fledged organizing effort," and he pointed out that the election victory rate "confirms the success" of the strategy of a unified effort on the part of the unions "to put our resources together to mount a more effective organization campaign."

The effort has also demonstrated the value of innovative new techniques in organizing, including use of communications media, the corporate campaign and extensive use of polling, Sweeney said.

Wynn said the unions are "very pleased" with the agreement, noting that when the Beverly campaign began, UFCW and SEIU local unions were up against "an almost impossible situation" both in getting collective bargaining agreements after winning elections at Beverly facilities and in retaining their rights in nursing homes purchased by the company where agreements were already in place.

Will seek pacts

With the understanding in place, Wynn said, the unions will get contracts in newly organized facilities, "and our contracts will be honored, our members retained and their rights will be respected" in homes acquired by Beverly.

Both union presidents said that the several months of talks leading to the formal agreement had resulted in settlement of a number of disputes, including an end to litigation, and a number of other disagreements are expected to be resolved.

The first meeting of the labor-management task force is scheduled for Mar. 13 and will be between the two union presidents and the company's top officers.

The unions said other meetings are planned for the rest of the year, and among the key topics that will be discussed along with labor relations issues are employee concerns about improved patient care.

Through new agency

Rights role stressed for Central America

By James M. Shevis

The AFL-CIO gave a strong endorsement to the creation of a Central American Development Organization that would channel U.S. assistance to the region and be empowered to cut back aid to countries that fail to comply with basic human rights and democratic guarantees.

It could become "the most important achievement for democracy in this century," Executive Director William C. Doherty, Jr. of the AFL-CIO's American Institute for Free Labor Development testified at House hearings.

Establishment of the agency, generally referred to by its initials CADO, was proposed by the National Bipartisan Commission on Central America, the so-called Kissinger commission. AFL-CIO President Lane Kirkland was a member of it.

As the commission conceived it, one-fourth of U.S. aid to the region would be channeled through CADO. Its members from both Central America and the United States would consider economic policies and respect for human rights in allocating funds. It would cut off aid for violations of basic rights by majority vote.

Essential to reform

Doherty told a House Foreign Affairs subcommittee headed by Rep. Michael Barnes (D-Md.) that establishment of CADO is important to achievement of the social, economic and political reforms in the region that should be integral to U.S. foreign policy.

The Administration has sent Congress legislation to implement the Kissinger panel's recommendations. For the most part, President Reagan's plan follows those recommendations. The proposals call for a six-year program of economic, development, and related aid to Central America totaling $8.3 billion.

The Administration's plan, however, would not directly establish CADO, but merely set out "a series of principles to guide the negotiations" among the United States and the other countries that would lead to its creation.

The Reagan proposal would not give CADO direct control over any U.S. aid. Instead, it would allow the new agency to make general recommendations on aid programs in the region, and to veto up to 25 percent of the economic aid allocated by the United States for any country in the region.

The Administration plan did not spell out many of the specifics of the CADO concept, and Doherty testified to the AFL-CIO's views on its role.

"We see its function as recommending and obtaining credit for campesinos (peasants), recommending and obtaining budgetary support to improve cooperative management, recommending and obtaining funds for low-cost housing, recommending and obtaining the funding of trade union apprentice and vocational training programs and, in short, effecting positively the requirements for social change contemplated in the report of the National Bipartisan Commission on Central America," he said.

"In any other form, the program would simply encourage a continuation of the defunct 'trickle-down' theory of economic and social progress."

As to structure, the AFL-CIO recommends that the agency model itself after the tripartite representation embodied in the International Labor Organization, a concept strongly backed by Kirkland as a member of the Kissinger panel. The ILO is made up of government, business, and labor representatives.

Doherty said the AFL-CIO envisions a CADO general assembly of probably 32 delegates from eight countries, including the United States, which would meet no fewer than six times a year to monitor and evaluate the progress of each member country in human rights, social, trade union, and political reform and economic development. The agency would be chaired by an American, with a Central American vice chairman.

Military aid condition

Doherty said the AFL-CIO applauds the concept of "conditionality" that runs throughout both the Kissinger commission report and the Administration's proposed legislation. The concept provides that all aid, but more importantly military aid, be conditioned on social, trade union, and political reform.

Such conditionality should apply not only to El Salvador, where blatant human rights violations occur almost daily, Doherty said, but throughout the region.

"Aid provided by the taxpayers of the United States should go only to those countries which are making a sincere and honest effort to control and eliminate human rights abuses and to promote democratic reforms," he said.

Senators warned about reciprocity in trade measure

A trade bill awaiting Senate action should be purged of provisions that would endanger American jobs, AFL-CIO Legislative Director Ray Denison urged in a letter to senators.

Denison's criticism was aimed at the so-called reciprocity bill which the Senate Finance Committee added to a House-passed tariff bill.

Instead of true reciprocity, he cautioned, it is likely to lead to a unilateral reduction in U.S. tariffs and the export of American jobs.

The measure would grant the President five-year authority to reduce or eliminate U.S. tariffs on seven high-technology items related to semi-conductors. Its implementation, Denison suggested, would encourage U.S. companies to move abroad. "The result will be more export of highly skilled jobs."

Denison noted that the legislation also would encourage direct U.S. investment abroad—"at a time when the United States is suffering from a severely weakened industrial base."

The "reciprocity" would be to encourage additional foreign investment in this country, but without safeguards against takeovers of essential energy sources and other natural resources, Denison said.

"This nation cannot afford a U.S. trade policy that uses the word 'reciprocity' as mere window-dressing for additional negotiating authority that will give away more of America's substance," he insisted.

Labor Studies calendar for March, April

The George Meany Center will offer 12 labor studies institutes and workshops in March and April. Here's the schedule:

Advanced Arbitration Techniques, Mar. 4-9—For union representatives who present grievance arbitration cases.

Advanced Organizing Techniques, Mar. 5-15—A workshop cosponsored by the AFL-CIO Dept. of Organization & Field Services. Those who want to enroll should apply through their unions.

Computers for Local Unions, Mar. 18-22—A survey course for unions thinking of buying computers or upgrading present systems.

Arbitration: Preparation and Presentation, Mar. 18-23—Participants present mock cases before professional arbitrators. The exercises are videotaped for self-criticism.

Stress as a Union Issue, Mar. 28-29—A workshop on the causes and consequences of job stress, union responses and related health issues, including alcoholism and drug abuse.

Effective Union Action for Civil Rights, Apr. 1-5—The AFL-CIO Dept. of Civil Rights annual conference for civil rights and women's affairs designees, union officers and staff.

Pension Clinic, Apr. 15-17—A short seminar to enable those dealing with pension matters to share information and experience.

Plant Closings, Apr. 15-19—A program to define the union's role when the employer plans to close the plant.

Factfinding & Interest Arbitration, Apr. 15-19—An institute to examine the forms of interest arbitration and the use of factfinding as a way of settling contract terms, particularly in the public sector.

Union Skills for Union Women, Apr. 29-May 4—A focus on skills women need in union jobs and issues important to working women in bargaining, organizing and union administration.

How to Work with TV, Radio and the Press, Apr. 29-May 4—Sessions will be devoted to controlling interviews, conducting news conferences and developing news releases.

An institute for building trades business agents will be held at the University of Oregon, Eugene, Mar. 11-16, in cooperation with the Building & Construction Trades Dept. It will cover labor law for the building trades, BCTD legislative program, use of computers and pension fund investments.

Unions using the George Meany Center during March for their own staff training programs are: Food & Commercial Workers, Mar. 4-7; Air Line Pilots, Mar. 7-9; Communications Workers, Mar. 8-9; School Administrators, Mar. 9; Railway & Airline Clerks, Mar. 11-16; State, County & Municipal Employees, Mar. 11-16; Teachers, Mar. 18-23, and Service Employees, Mar. 25-30.

The American Institute for Free Labor Development will hold its 103rd class for trade union leaders from Latin America on campus for six weeks beginning Mar. 11.

More information on these and other labor studies is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903, telephone 301/431-6400.

EDITORIALS

Reagan and Labor

The following is from remarks by AFL-CIO President Lane Kirkland at a news conference, Feb. 23, 1984, during the Executive Council's winter meeting at Bal Harbour, Fla.

THE EXPERIENCE of the past three years has been a bleak one in terms of the concerns and interests of working people and, we think, of the country at large. Vast areas of national concern have been neglected. Things that ought to have been done have not been done; and things that ought not to have been done have been done. And, as the litany goes, there is no health in us.

With respect, particularly to certain areas of trade union concern, this Administration has placed new tools in the hands of employers to attack trade unions.

It has, of course, sent out a message and a signal, beginning with the case of the Air Traffic Controllers, where the response of this Administration was far more harsh and unforgiving than the circumstances warranted. That was the signal, I think, to employers of this country that if they were to follow suit, they would have the support of this Administration.

THEY HAVE helped set up a more hostile legal climate—as well as a very, very adverse economic climate—by loading the National Labor Relations Board with advocates not just of employer interests, but of the most narrow, retrograde employer interests.

They do not represent just the generality of employers, but that sector of the employer community which is most hostile to trade unions and most reactionary in their desire to achieve a throwback to the days of the Mohawk Valley formula and the bitter conflicts of the past. That board is now an asset to that element of the employer community.

There used to be a sort of tacit understanding, as vacancies on the NLRB were filled by various Administrations, that there were limits beyond which you wouldn't go. The trade union movement, for example, never sought to have placed on that board persons who had been engaged on behalf of trade unions in the active advocacy of their cause.

We would never have dreamed of putting forward, let's say, a full-time staff attorney for one of our unions as a candidate for the NLRB. By and large, although there were shifts in philosophy and point of view, those limits were broadly respected by the other side.

THIS RADICAL Administration has just totally abandoned that understanding. It has set an example that I think does not commend itself to the future of civilized labor-management relations in this country.

They've put forth ideologues—"right-to-work" advocates and anti-labor ideologues—in those positions.

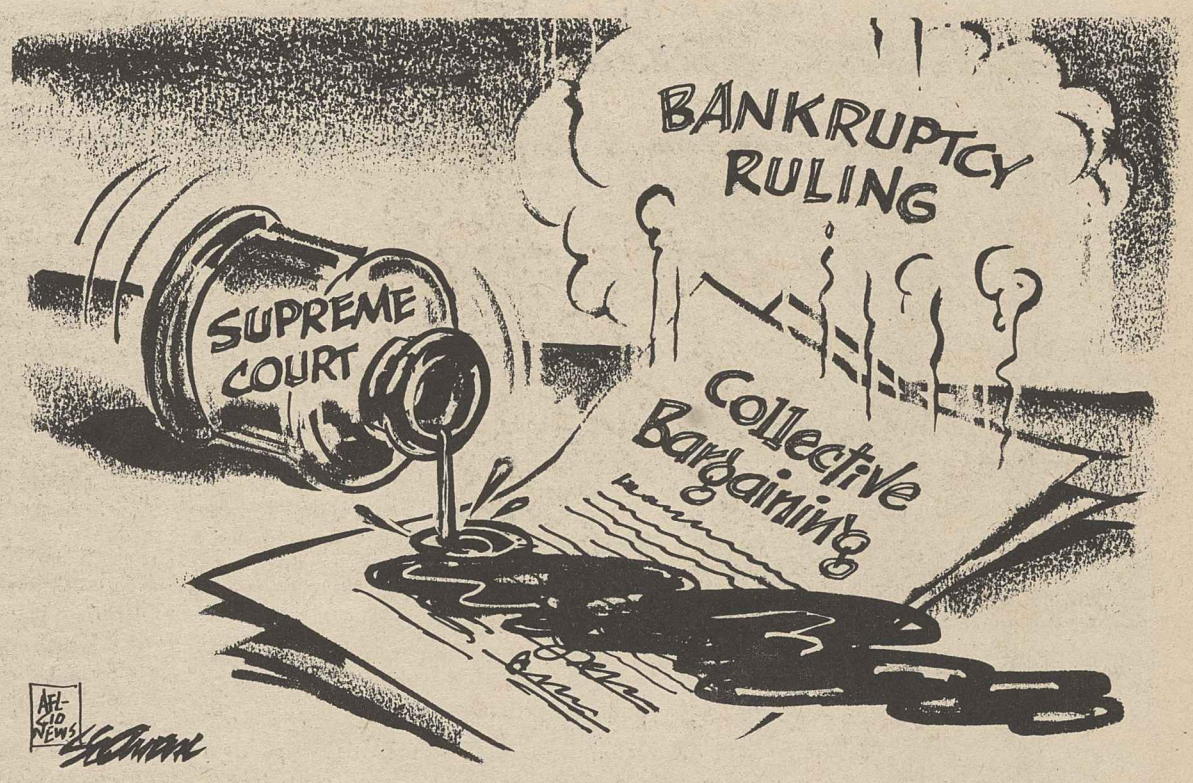
They have put forward people who have been in the employ of corporations, devoting their services to the express purpose of resisting trade union organization and depriving working people of their own choosing, experts in devising ways to skirt the law or even find ways to safely lead an employer beyond the limits of the law in the light of the weakness of the penalties.

That has created a terrible climate for labor relations in this country, one that serves no one's interests except the most narrow and the worst end of the employer community. It will do the country at large considerable damage.

THIS ADMINISTRATION has stripped the Dept. of Labor, systematically shifted its role from being and advocate and defender of the interests of working people—as its enabling statute gives it the duty to be—and it has become an outpost of employers.

That's only a small recital of what we've experienced. And that's at a time when the Administration has faced the prospect of going to the public and seeking re-election.

Without those constraints, I believe, it would be that much worse. In the words of the old phrase, "If they've done these things in the green wood, what would they do in the dry?"



Washington Window

Needy infants, mothers victims of harsh budget

By Press Associates, Inc.

One of President Reagan's favorite responses to charges that his budget cuts have caused a rise in hunger is that he hasn't really cut food programs but merely slowed the rate of increase in spending.

Reagan often cites this slowdown in food program spending as one of his Administration's accomplished goals. But a particular federal program clearly shows how this statement should be a source of shame, not pride, especially during the deep Reagan recession.

The supplemental food program for women, infants and children (WIC) provides food to about 3 million pregnant, postpartum and breast-feeding women and infants and children who are at nutritional risk because of inadequate incomes.

Congress established WIC in 1972 as a preventive program against infant mortality, premature and low birthweight babies, and mental and physical birth defects, such as blindness, deafness and retardation, all of which can be linked to inadequate nutrition among poor pregnant women and infants and children.

Mortality rate

The Massachusetts Dept. of Health found the mortality rate for infants born to mothers in WIC was only one-third of that for non-participants in a study of 8,000 mothers.

The Harvard School of Public Health found each dollar invested in WIC saves three dollars in postnatal health care costs, like intensive care, institutionalization or special education programs for the physically and mentally disabled.

WIC has been one of the food programs least affected by budget cuts—but not because the Reagan Administration hasn't tried. It wanted to cut WIC by 25 percent and fold the program into maternal and child health care block grants to the states.

When Congress rejected this, the Administration sat on surplus WIC funds in some states, rather than allocating them to states in need as prescribed by law.

A court suit brought by the Food Research & Action Center and the Georgia Legal Services program blocked this maneuver as a federal judge ruled that hunger pangs cannot be repressed until the end of a fiscal year.

But now the Administration is trying again. According to an analysis by the Center on Budget & Policy Priorities, Reagan's budget proposal would cut about one million participants from WIC in July, August and September and cut 300,000 to 450,000 persons from its rolls next year.

Actual reductions

These would be actual reductions in WIC funding and participation levels of 3 million persons Congress ordered last autumn.

In fact, the Center notes that Congress warned the Administration last fall that any attempt to spread out the $1.06 billion appropriated for WIC beyond July 10, which Reagan wants to do, "thereby reducing participation, would be in direct violation of the intent" of Congress.

Witnesses appearing at field hearings on hunger held by Sen. Edward M. Kennedy (D-Mass.) said the increase in recession-caused poverty has vastly overtaken WIC's funding levels. Medical experts reported sharp increases in failure-to-thrive cases brought on by poor infant nutrition over the past three years.

Fortunately, it appears the Administration will not get away with thumbing its nose at Congress where WIC is concerned.

Republican Senate leaders are pushing for full funding and Rep. Leon Panetta (D-Calif.) is leading House efforts to hike WIC funding levels.

This strong bipartisan support for WIC speaks for the program's effectiveness and the recession-caused rise in need, even if the President refuses to acknowledge it.

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Workers' boycott right buttressed by dismissal of Coors antitrust suit

San Francisco—The right of workers to engage in consumer boycott activities against anti-union employers was reinforced when a federal judge here dismissed an antitrust suit that Adolph Coors Co. filed against two coordinators of the Coors Boycott Committee (CBC).

The $145,000 damage suit stemmed from a boycott committee's successful efforts to get a publicly supported local television station to cancel a "Coors Day" during its annual fund-raising auction May 29-31, 1981.

In its nationwide boycott, CBC has accused Coors of union-busting, requiring its employees to submit to lie detector tests, and other abuses of employees' rights.

In dismissing the suit, U.S. District Court Judge Spencer Williams said the CBC's activities are protected by the labor exemption in both the Clayton Act and the Norris-LaGuardia Act and that the injury for which Coors sought redress is not covered by antitrust laws, namely the Sherman Act.

Coors had offered to "donate" $13,000 to station KQED TV in exchange for what it later claimed as $84,000 worth of "lost promotional and advertising opportunity afforded by the 1981 auction."

Named in the suit were David Sickler, an AFL-CIO field representative and national coordinator of the boycott, and Howard Wallace, coordinator of the Northern California CBC.

The boycott of Coors beer has been in effect since 1977 when a directly affiliated local of the AFL-CIO struck the Coors bottling plant in Golden, Colo., over nonmonetary issues.

Sickler said the lawsuit was "frivolous" from the outset. He charged that it was designed from the beginning to accomplish two goals for Coors: To intimidate community organizations and citizens who were volunteers to make them refrain from supporting the boycott or face being sued; and through the discovery processes of the lawsuit, to find out what ingredients were making this boycott tick, what was making it successful.

Sickler said Judge Williams pointed out in his decision that the boycott effort was not undertaken to drive Coors out of business and would end "if Coors would halt its offensive practices."

Far-fetched theories

The court also held that the CBC "is entitled to immunity from plaintiff's far-fetched theories both because plaintiff's lack of standing to sue under either the damage provision . . . or the injunctive relief provision . . . of the Clayton Act, and because it is squarely within the statutory 'labor group' exemption to the antitrust laws provided by the Clayton and Norris-LaGuardia Acts."

Judge Williams rejected Coors's contention that since CBC joined with non-labor groups in the boycott effort, it loses the protection of the statutory labor exemption under antitrust law.

A number of citizens' organizations throughout the country have endorsed the AFL-CIO boycott.

Wallace hailed the decision as a demonstration "that when working people band together they have tremendous might. Corporate bullies don't always win."

He said the decision appears to be making landmark law and reinforcing first amendment rights of both free speech and freedom of association.

Wallace said the boycott is stronger than ever because of support from organizations such as the National Organization for Women, the Latino community and other groups. He reported that since the start of the boycott Coors's share of the California beer market has plunged from 50 percent to 16 percent.

Health care Rx asks cost curb, not benefit cut

Continued from Page 1

"hospital utilization and physician services should be monitored to ensure that only necessary care is provided." Further, wherever possible, testing and surgical procedures should be performed on an outpatient basis. "Unions with programs that mandate second opinion" procedures for surgery have achieved significant savings, the council said.

It noted that workers and unions "are being pressured by employers to accept cutbacks in negotiated health care benefits that would wipe out decades of progress made through collective bargaining."

In the face of health insurance premium increases of 25 to 30 percent a year, the council said, "many employers are putting health care takeaways at the top of their collective bargaining agenda. They seek to 'redesign' health care benefit packages by increasing out-of-pocket payments by workers for essential services or dropping benefits altogether."

The statement emphasized that "patients are not to blame for rising health care costs." It is physicians, not the patients, who decide the course of treatment, the council noted.

It stressed that effective control of health care costs requires reimbursement standards under private as well as public health insurance programs.

"The AFL-CIO remains convinced that the only way to assure all Americans access to quality health care they can afford is through the enactment of a universal comprehensive national health care program," the council said.

"Until that goal is won," it pledged, "we will do all in our power through legislation, collective bargaining and community action to control costs, fight cutbacks in benefits, and improve health services for all Americans."

The bad taste of Coors

Denver—Sales of Coors beer have plummeted under the AFL-CIO's consumer boycott, and now a string of racially derogatory remarks by Coors Chairman William K. Coors has prompted black religious and community leaders to get behind labor's "do not buy" campaign.

Coors was quoted by the Rocky Mountain News as telling a group of minority business owners that "one of the best things (slave traders) did for you is to drag your ancestors over here in chains." He also attributed economic problems in black-governed African countries to a lack of "the intellectual capacity to succeed."

Bishop H. H. Brookins of the 200,000-member Fifth Episcopal District of the African Methodist Episcopal Church said he will urge his people "white and black, brown and yellow" to stop drinking "Mr. Coors's beer . . . to stop his profits and stop his mouth."

Bishop Brookins said he will press for a boycott by the entire 3.5 million-member AME Church nationwide.

Denver City Council members Hiawatha Davis and William Roberts said their black constituents are incensed over Coors's remarks. Davis told the paper he was urging people to vent their anger "at the cash register."

NAACP and Urban League officials in Denver and a number of Colorado legislators called Coors's comments "stupid" and "shocking."

Presidential candidates head for 'Super Tuesday' states

Survivors of New Hampshire's media-drenched Democratic presidential primary scattered across the country, criss-crossing the vote-rich states that will select convention delegates this month.

Walter F. Mondale, still holding a commanding lead in committed delegates, looked to a Mar. 4 caucus in neighboring Maine to rebound from his setback in New Hampshire.

His chief competitor there, Colorado Sen. Gary Hart, will be seeking to build on the momentum of a second-place finish in Iowa that propelled him to an unexpectedly strong first-place showing in New Hampshire.

Of the early candidates, California Sen. Alan Cranston, Sen. Ernest Holling and Reuben Askew, the former Florida governor, formally dropped out of the presidential contest after the New Hampshire results. A further shakedown is possible after "Super Tuesday" on Mar. 13, which will be the first big test of the early primary season in terms of convention delegates.

Mid-March events

Five southern and New England states with 432 delegates will hold primaries on Mar. 13. On the same day, western state caucuses will begin the selection of an additional 170 delegates.

With all its media attention and heavy commitment of organization efforts on behalf of all of the candidates, the Hart victory in New Hampshire was significant in terms of public perception of the strengths and weaknesses of the candidates rather than the actual outcome.

Hart won 10 delegates, to go with the two he earned in the Iowa caucuses and five among the "super delegates" chosen by their Democratic colleagues in the House.

Mondale picked up eight delegates in New Hampshire and will have an estimated 48 delegates from Iowa when the caucus machinery is complete. He is the declared choice of 67 of the congressional super delegates.

The Mar. 13 round of primaries may determine whether Ohio Sen. John Glenn, once considered the only serious rival to Mondale, can move back up. He finished deep in the pack in Iowa and in New Hampshire polled only 12,041 votes to 27,710 for Mondale and 39,062 for Hart. Jesse Jackson and George McGovern each had slightly over 5,000 votes, trailed by Hollings, Cranston and Askew.

Maine shares many of the characteristics of New Hampshire as relatively small population states that normally vote Republican in presidential elections, although the GOP dominance in Maine has slipped since it shared with Vermont the dubious distinction of never having cast its electoral vote for Franklin D. Roosevelt.

Mondale handily won a straw vote of Democratic Party activists at a state conference last fall. The Mar. 4 caucuses will elect some 3,300 delegates to a state Democratic convention in May. The state will have 27 delegate votes at the national convention.

On Mar. 6, Vermont's annual Town Meeting Day, voters will be able to take part in a non-binding "beauty contest" to show their presidential preferences. But the state's 17 convention delegates won't be chosen until the entirely separate Apr. 24 caucuses. Both Jackson and Hart have actively campaigned for preference votes but neither Glenn nor McGovern chose to be listed on the ballot.

Delegates at stake

The biggest prizes in the Mar. 13 primaries will be Florida with 143 delegates and Massachusetts with 116. Georgia with 84 delegates, Alabama with 62 and Rhode Island with 27 round out the list. The biggest of the caucus selections will be 70 delegates from Washington and 53 from Oklahoma, 27 from Hawaii and 20 from Nevada. Wyoming, with 15 delegates, will caucus Mar. 10.

A series of Mar. 17 caucuses include a key state for Mondale—Michigan, with 155 delegates.

Beyond the Mondale, Hart and Glenn campaigns, McGovern and Jackson are struggling to maintain political credibility with the voters.

McGovern told reporters that he will pull out if he doesn't do well in Massachusetts—the state that bucked the national trend to support him in the 1972 presidential election.

Jackson is counting on a solid share of the black vote in the southern states to keep him a factor.

Cranston, the first declared candidate for the nomination, bowed out gracefully the morning after the New Hampshire primary. And Hollings and Askew followed suit.

High interest called peril to recovery

High interest rates can choke off the nation's economic recovery while unemployment is still at recession levels, AFL-CIO Economist Henry Schechter warned at House hearings.

Schechter, who is director of the federation's Office of Housing & Monetary Policy, credited a dip in interest rates in late 1982 with seeding an economic upturn. It made housing and automobiles more affordable, releasing "a layer of pent-up demand."

The durability of the recovery is threatened by a return to tight money and by the continued depressed level of manufacturing employment, he testified.

Schechter told the House Domestic Monetary Policy subcommittee that the most useful action that could be taken to achieve needed economic growth would be to:

- Reduce the federal deficit by holding down defense spending and raising revenues.
- Persuade the Federal Reserve to set money targets designed to lower interest rates.
- Re-establish standby credit controls to provide an alternative monetary tool.

Revenue-raising tax reforms, besides lowering the deficit and the interest burden associated with it, would help fund government programs that can bring down unemployment and meet needs for low-income housing, he suggested.

High interest rates have contributed to America's trade imbalance, Schechter noted, by overvaluing the U.S. dollar in relation to foreign currencies. A 15 percent overvaluation of the dollar means that the price of foreign imports is reduced by that same amount and American goods are that much more costly in other countries.

For young American workers, mortgage interest rates determine the possibility of home ownership, Schechter pointed out. He cited the rise in mortgage interest rates from 9 percent to 13 percent in 1983 as adding $180 to the monthly payments on $60,000, 30-year mortgage.

The nation's brief use of standby credit controls in the spring of 1980 proved its effectiveness as a tool to bring down interest rates, Schechter said. It should be restored as part of the nation's economic arsenal, he urged.

Endorsement earned by record on basic issues

Organized labor's support of Walter F. Mondale's quest for the American presidency flows directly from the former Vice President's support of federal programs and policies benefitting workers and their families.

As the endorsement resolution at the 1983 AFL-CIO convention put it, Mondale "has been an ally of the trade union movement in the struggle to meet the needs of our people for jobs at decent wages, for better public education and medical care, for equal rights and civil rights, and for decent housing in healthy communities."

Mondale has keyed his campaign to the themes of jobs, fairness and the future, and the AFL-CIO has analyzed his record and compared it with that of President Reagan in each area.

First, on the jobs issue and the various elements of economic policy it involves,

First of Three Articles

the federation's analysis points out that the Reagan Administration's actions have only exacerbated the situation.

More than 23 million Americans experienced unemployment at some time during 1981, Reagan's first year of office—and more than 26 million in both 1982 and 1983.

Official unemployment reached 9 million by the end of 1981 and more than 12 million by the end of 1982. After a year of improvement, unemployment earlier this year remained at 9 million—far above levels of joblessness in any of the prior seven administrations.

If the number of workers too discouraged to look for work and those forced to work part-time because they cannot find full-time employment were considered, total unemployment would come to more than 16 million.

Because the Reagan Administration has done nothing to deal with the problem, the job shortage persists and threatens the stability of the nation's economic, social and political institutions.

The AFL-CIO has called on America's leaders to launch the nation immediately on a course of a full employment, a strategy endorsed by Mondale. His commitment to the concept of full employment as the key to a healthy economy and a healthy society is reflected in his congressional

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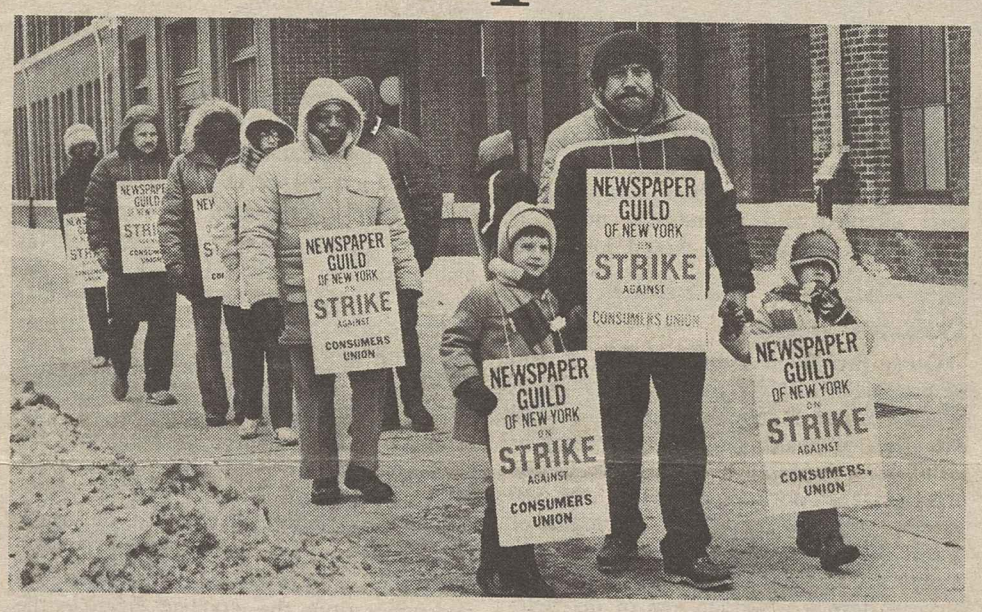
Labor spurs drive for Mondale



Consumers Union tested

Striking employees of Consumers Union of Mount Vernon, N.Y., got some help from the younger set on the picket line. The Newspaper Guild's two-month-old walkout was triggered by management's refusal to negotiate anything but rollbacks. The Guild had been trying to bargain a new agreement for three months before the strike began on Jan. 9. The AFL-CIO endorsed a consumer boycott against CU publications and services at last month's Executive Council meeting.

Fired-up rally touches off new phase in campaign

By David L. Perlman

A fired-up trade union movement reaffirmed labor's strong commitment to Walter F. Mondale's presidential candidacy as his campaign sought to regain momentum.

This was dramatically reflected in Miami, where an overflow rally of active and retired union members responded to Mondale's freshiy sharpened campaign message with repeated ovations and shouts of encouragement.

At the rally, which concluded a seven-state AFL-CIO regional conference, Mondale continued his main focus on the inequities of the Reagan Administration—its tilt to the rich and its lack of fairness.

But he also took some well-aimed jabs at the record and rhetoric of Gary Hart, the Colorado senator who broke away from the pack of presidential candidates to score upset victories in New Hampshire and Maine.

Hart, like Ohio Sen. John Glenn, has sought to portray Mondale as beholden to the "special interest" groups that have endorsed him, including the AFL-CIO.

Mondale hurled back the charge.

Since when has the Democratic Party considered workers, schoolchildren and the elderly as standing apart from the public interest, he demanded to know. It is the "rich and powerful" who have been the beneficiaries of President Reagan's policies and who represent the real special interests, Mondale declared.

The fairness issue is what the presidential campaign is all about, he reminded his Democratic colleagues.

As for Hart's attempt to portray himself as the candidate of "new ideas," Mondale retorted that newness isn't always the test of quality.

"Reaganomics is a new idea and it's as lousy as it can be," he said.

"Medicare is an old idea, but it is right." And Mondale reminded the audience that the health care cost containment bill which Hart voted against in the Senate was both a new idea and a good idea.

The Miami rally was the concluding event of a regional conference that brought together participants from seven southern states for workshops covering a broad range of labor concerns. They were joined by union members and retirees from the Miami area.

Labor's endorsement

At the Miami rally, AFL-CIO President Lane Kirkland preceded Mondale to the speaker's stand and had some barbs of his own for Democratic presidential candidates who "reacted with spite and malice" to labor's endorsement of Mondale after themselves having "sought and failed to win support."

Kirkland said a united labor movement entered the political process earlier than ever before "because for too long the voice of working people has not been heeded in the political arena."

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Administration scored for inaction on sex bias

The Reagan Administration and the Equal Employment Opportunity Commission have failed to act against sex-based wage discrimination, the State, County & Municipal Employees charged at House hearings.

Winn Newman, who has represented unions in a generation of precedent-setting sex discrimination cases, testified as special counsel for AFSCME at hearings before a Government Operations subcommittee headed by Rep. Barney Frank (D-Mass.).

Existing law, backed by a relevant Supreme Court ruling, makes clear that pay discrimination based on sex is illegal, Newman testified.

He charged that the present EEOC has sidetracked complaints of sex-based wage disparities pending further studies of the "comparable worth" issue. But in fact, Newman insisted, pay discrimination can be challenged and overcome on the basis of Title VII of the Civil Rights Act without creating new legal concepts on the value of a job.

A 1981 Supreme Court decision—the so-called Gunther case involving the pay claims of a group of matrons at a county jail in Oregon—established that Title VII of the Civil Rights Act gave women workers broader rights to challenge pay inequities than the stricter Equal Pay Act that had already been in effect.

This decision made clear, Newman insisted, that the EEOC can act effectively against sex discrimination without carving out new legal doctrines.

"The ultimate issue in a wage-discrimination case is whether sex or race was a factor in wage setting," he testified, and "a comparison of the duties of different

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'New' firm's hiring rule held subterfuge for blacklisting

By James M. Shevis

A divided National Labor Relations Board ruled that a company that purchases an existing plant is free to hire a new workforce, but can't discriminate against union members in its hiring practices.

The long-awaited 2-1 decision backed charges that the Food & Commercial Workers brought against Spencer Foods, Inc. of Spencer, Iowa, after it was taken over as a subsidiary by Land O'Lakes, Inc., in 1979.

The NLRB held that Spencer Foods wrongfully established hiring rules designed to disqualify laid-off workers from future employment "and by applying those criteria in a discriminatory manner in order to eliminate the union as the employees' collective-bargaining representative" violated federal labor law.

The case stems from unfair labor practice charges filed in May 1979 by UFCW Local 152 which had represented the 420 employees of the beef slaughtering and fabrication plant.

The board ordered the company to offer reinstatement and back pay to the UFCW members who would have been hired to jobs at the meat packing plant but for the unlawful discrimination.

The delays in obtaining a decision in the case were the focus of a House subcommittee hearing last November about the NLRB's case backlog. John McGirl, an attorney for Land O'Lakes, a Minne-

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Steelworkers Acting President Lynn Williams and Legislative Director Jack Sheehan call for federal remedies at House hearings on plant closings.

Congressional action urged to repair scars of factory shutdowns

Union and community leaders pressed for federal legislation to slow a spreading epidemic of plant closings that have scarred the industrial landscape and the lives of stranded workers.

Steelworkers Acting President Lynn R. Williams told members of the House Subcommittee on Employment Opportunities of the "catastrophic" consequences of the shutdown of a factory that has been a major source of employment to a community:

"Homes and life savings are lost," he testified. "Small businesses are bankrupt. Families are broken. Suicide and disease rates increase and once vibrant communities are ruined. Proud men and women, many of whom are highly skilled industrial workers, are reduced to a permanent underclass of structurally unemployed."

He told Subcommittee Chairman Augustus Hawkins (D-Calif.) during the question period that it is "heartbreaking" to visit steel communities that have been affected by shutdowns.

Williams, who testified on behalf of the Industrial Union Dept. as well as the Steelworkers, supported a bill known as the National Employment Priorities Act. It would require a business to provide six months notice of plant closings or permanent layoffs if fewer than 100 workers were affected and a one-year notice if more than 100 workers would lose their jobs.

Transfer rights

Other provisions would require a firm to provide transfer rights to other plants it operates and both severance pay and extension of health benefits to employees terminated. Federal assistance would be provided for worker retraining and job search, with the possibility of loans or grants to help a business continue or to enable a community to continue essential services despite a sudden loss of tax revenue.

The bill cleared another Education & Labor panel, the Labor-Management Relations Subcommittee, last year. But under a multiple referral system, it also will be considered by a House Banking Subcommittee on Economic Stabilization.

Williams said 600 Steelworkers locals, most of them outside the basic steel industry, were dissolved last year because of plant closings.

Nationwide, he testified, "less than 20 percent of plant closings involve actual bankruptcy. About one-third of the plants closed are less than six years old, which means that forces other than financial hardship are at work, including corporate decisions to move production to low-income areas overseas."

Search for alternatives

Enactment of the bill would also encourage a search for ways to avoid a plant closedown, Williams said. He pointed to a provision for public hearings by the Labor Dept. to determine the reasons for the proposed closing and to explore alternatives to a shutdown.

Also testifying for the labor-supported bill were:

- The Rev. Thomas J. Harvey, executive director of the National Conference of Catholic Charities, who spoke from first-hand experience as a long-time pastor in the Pittsburgh area.

From personal experience as well as health studies, Father Harvey cited the impact of stress following unemployment in terms of marital discord, problem drinking, drug use and family abuse. A study showed the suicide rate 30 times higher after plant closings, he testified.

Tax laws have made it advantageous for companies to close down plants that have been able to earn 9 or 10 percent profit, a policy that should be changed, he urged.

- Mayor Angelo R. Martinelli of Yonkers, N.Y., told the panel of the assistance and concessions the city had given to the Otis Elevator Co. to keep its plant from moving. But after a takeover by the United Technologies Corp., he testified, the plant closing was ordered and top UTC officials refused to even discuss alternatives to the shutdown.

"Approximately 70 percent of those who were laid off since 1982 are not yet working again and have used up unemployment benefits," the mayor testified. And most of those who did get jobs are working for lower pay.

Bank deregulation proposals termed threat to consumers

Proposed changes in federal laws that would loosen key banking industry regulations and let bank and savings and loan holding companies get into a wider variety of financial activities will deprive consumers of important protections and aggravate the economy's most serious problems, the AFL-CIO warned in testimony before the Senate Banking Committee.

Henry Schechter, the federation's director of housing and monetary policy, told the committee that two bills now in the Senate each contain provisions that could lead to dangerous concentrations of economic power in the hands of a few large financial institutions.

Among the results, Schechter asserted, will be continued high interest rates, higher inflation, decreased protection of consumers from coercion by lenders, lesser availability of money for the kind of large, long-term loans needed to revitalize American industry and decreased competition in the financial industries.

Tougher penalties

Schechter said that certain specific provisions of the bills—such as language that would stiffen penalties for credit card fraud—would benefit consumers and should be pursued.

But overall, he stressed, the AFL-CIO finds little benefit to the public interest in the bills.

Basically, both bills would eliminate a spectrum of regulations and restrictions now placed on banks, savings and loan associations, financial institution holding companies and related subsidiaries.

The so-called deregulation would let those financial institutions get into real estate, insurance, securities sales and other business ventures that the Federal Reserve Board finds are "closely related to banking or, under a new standard, are of a financial nature." Restrictions on purchases of certain types of banks by financial instition holding companies would also be loosened, permitting them to buy up more banks across state lines.

Need to compete

The banks and thrift institutions say they want the changes in order to compete with other sectors of the economy—such as retail department store chains and securities dealers—who have branched out into other financial enterprises.

Schechter said that the lessons of the depression of the 1930s make it clear that government safeguards over banking activities are essential. He pointed out that recent relaxations of lending restrictions, and the advent of bank holding companies, have let banks get into other financial ventures.

The trend has been accompanied by an increase in risky business deals by the banks, including massive loans to foreign countries, a sharp increase in the number of bank failures, and by skyrocketing interest rates that have had serious consequences for the economy.

If the nation's "financial powerhouses . . . are let loose in the new entrepreneurial pastures," the economy faces significant potential dangers, Schechter asserted.

For example, he said, the big banks and their affiliates will be able to direct their large financial resources into those activities that are now being served by other companies. While some short-term savings might be realized by consumers, the long-term effect will be higher costs as smaller competitors are driven out of business.

Schechter also stressed the AFL-CIO's concern that permitting banks to go into such ventures as selling insurance could increase pressure on consumers to buy from the banks' subsidiaries.

The jobs of union members employed by insurance carriers could be lost as a result of that unfair advantage enjoyed by bank insurance affiliates, Schechter warned.

Murray-Green-Meany Award goes to Rep. Claude Pepper

Bal Harbour, Fla.—Rep. Claude D. Pepper (D-Fla.), a staunch supporter of social programs in Congress for 36 years, was chosen by the AFL-CIO Executive Council to receive the 1984 Murray-Green-Meany Award, the labor movement's highest honor for humanitarian service.

The council voted to honor Pepper's lifetime of "outstanding contributions and services to the working men and women of America."

The award, which includes a medallion and a $5,000 grant, will be presented to the congressman at a May 17 dinner held in conjunction with the AFL-CIO's Community Services national conference in Bal Harbour, Fla.

Rep. Claude D. Pepper

Pepper, who is 83, earned wide union backing in his bids for Congress through his consistent support of labor's positions on economic and social issues, and he is known as an outspoken advocate of the needs of the elderly.

Pepper, who was born in Dudleyville, Ala., began practicing law in Florida in 1925, and he was elected to the Florida legislature in 1929.

He was elected to the U.S. Senate in 1936 where he served until 1951. Since 1962, Pepper has represented Florida's 18th Congressional District, which includes Miami.

In Congress, Pepper chairs the House Rules Committee, and the subcommittee on health and long-term care of the House Select Committee on Aging, which he has also chaired. Pepper is also a member of the Democratic Policy and Steering Committee, and he was appointed to the 1982 National Commission on Social Security Reform.

The Murray-Green-Meany Award is presented annually as a memorial to William Green, Philip Murray and George Meany, who led the AFL, the CIO and the merged federation.

Last year's recipient was David Dubinsky, the late president of the Ladies' Garment Workers.

Among previous winners are: Msgr. George G. Higgins, Danny Thomas, Walter F. Mondale, Golda Meir, Lyndon B. Johnson, Harry S Truman, Eleanor Roosevelt and A. Philip Randolph.

Council acts on 4 items referred by '83 convention

Bal Harbour, Fla.—The AFL-CIO Executive Council at its winter meeting here completed action on four of the resolutions referred to it by the 1983 convention.

Approving recommendations of a committee headed by Sec.-Treas. Thomas R. Donahue, the council voted non-concurrence with a resolution proposing a constitutional amendment to govern congressional and legislative districting. The council cited rules already in existence as set forth by the Supreme Court.

Non-concurrence also was voted on a resolution calling for the re-establishment of the Hawaii-Pacific area office of the AFL-CIO, with the council stressing that the establishment of area offices is a responsibility of the federation's executive officers.

Two resolutions were referred to the executive officers to watch developments and give further study to the questions raised. One measure urged legislative remedies for the takeover of U.S. banks by foreign interests, and the other called for creation by the AFL-CIO of a computerized reference facility on state labor statutes and other relevant laws.

OSHA chief quitting, says 'job is done'

Thorne G. Auchter, head of the Occupational Safety & Health Administration for the past three years, will resign as Assistant Secretary of Labor for OSHA effective Mar. 30.

In announcing his resignation, Auchter declared, "I was put here to fix the agency. Frankly, I feel like the job is done."

He is leaving the post to become president of a Topeka, Kan., holding company of developers and construction firms, including B. B. Andersen, a unionized firm, and its non-union counterpart, Anco.

Although no successor has been named, Patrick R. Tyson, a deputy assistant secretary for OSHA, will assume the duties on an acting basis. He previously worked in the Labor Dept.'s Office of the Solicitor.

Stalled actions

Under Auchter's direction, OSHA has either weakened or delayed standards covering cotton dust, grain dust, lead and noise. It refused to issue emergency standards on ethylene oxide, formaldehyde, benzene and ethylene dibromide. It delayed issuance of a temporary standard on asbestos for a year and a half after a risk assessment showed a high level of expected deaths for workers exposed to asbestos.

The AFL-CIO, at congressional hearings and at other forums, has detailed numerous charges against Auchter's spearheading of the Reagan Administration assault on workers' rights and protections. The Executive Council last month scored OSHA for having "systematically eroded worker rights."

Among the first actions taken by Auchter was the banning of worker training materials and the destruction of thousands of booklets and posters alerting workers to the hazards of cotton dust.

The agency proposed a major overhaul, and possible revocation, of its cancer policy, a reduction of more than 90 percent in the number of toxic chemicals covered under the access rule, and elimination of the right of workers to exposure records.

The agency recently proposed a "hazard communication" standard, after killing a Carter Administration proposal for a strong "hazard identification" rule. The new proposal would pre-empt more stringent local and state laws.

Staff reductions

The agency's inspection staff has been reduced by more than 25 percent, its budget cut and dozens of field offices closed.

Under a series of exemption programs, some three-fourths of all manufacturing firms are now exempt from general schedule inspections. The agency has restricted its guidelines for responding to worker complaints and it has loosened its definition for serious job hazards.

Auchter's resignation was seen by Rep. George Miller (D-Calif.) as an opportunity for the Administration to appoint "someone who would restore OSHA to its traditional role." He charged that "Auchter consistently violated the traditional spirit of OSHA by dragging his feet on efforts to protect workers. . . ." Miller is chairman of the House Labor Subcommittee on Labor Standards.

At Miami rally, Walter Mondale responds to a standing ovation . . .

. . . and some of the active and retired union members who came to hear him.

Labor steps up Mondale support, sparks new phase of campaign

Continued from Page 1

Both Hart and Glenn have been helped by labor's endorsement in their Senate campaigns, Kirkland noted. Yet now, he said, "they suggest that Fritz Mondale's sympathy for working people and their organizations is a liability and a handicap, not an asset."

The Democratic Party has been most successful "when it was seen by working people as their natural home," he said, and "least successful when it was perceived as the instrument of narrow and elite fashions."

As for the "sensible center" thrust of Glenn's campaign, Kirkland suggested that the so-called center "is like that thin white line running down the middle of the highway. It may be very useful as a point of reference, but not many people think it very sensible to drive there."

Union members are prepared "to work our guts out and our hearts out" for a Mondale victory, President Gerald W. McEntee of the State, County & Municipal Employees said at the rally.

On the dais to show their support of Mondale's candidacy were Miami area Democratic congressmen — Claude D. Pepper, chairman of the House Rules Committee and champion of the nation's elderly; House Foreign Affairs Committee Chairman Dante B. Fascell, and Lawrence J. Smith, who is serving his first term.

Florida, with 143 convention votes, is the largest single prize in the Mar. 13 "Super Tuesday" round of primaries and caucuses. Other primary states that day are Massachusetts, Georgia, Alabama and Rhode Island, while caucus selections will be made in Washington, Oklahoma, Hawaii and Nevada.

The following week will see a dozen other primaries and caucuses. The list includes Michigan, with 155 delegates, the first major industrial state to begin the delegate selection process. Its first-stage caucuses will be held Mar. 17.

Illinois and Minnesota

Close on its heels will be the Mar. 20 primary in Illinois, which has 194 convention votes, and a caucus the same day in Mondale's home state of Minnesota, with 86 delegates.

On Apr. 3, most of New York's 285 delegates will be chosen in a primary. Pennsylvania, with 195 delegates, will hold its primary a week later.

The concentration of media attention on the traditionally Republican New England states that have early primaries propelled Hart into front-runner status even though he trails substantially in the relatively small count of committed delegates. Besides his impressive upset victories in New Hampshire and Maine, Hart easily won Vermont's non-binding preference poll held in conjunction with the state's Town Meeting Day. But that win had been discounted in advance since only Hart and Jesse Jackson had campaigned actively in the state.

The New England victories, nevertheless, gave the Hart campaign a strong momentum. It brought in money to continue a strong television campaign and attracted an influx of youthful volunteers, reminiscent of the college brigades that Hart used effectively to propel George McGovern to an unexpected victory for the 1972 Democratic presidential nomination.

Ironically, McGovern has been concentrating on running against Hart in Massachusetts—the state he picked as a test of whether to remain in the presidential race after the Mar. 13 primaries. McGovern told Massachusetts voters that his former campaign manager is "not as liberal as Mondale on domestic issues" and "more cautious about getting out in front on controversial positions."

Glenn, long considered the chief rival to Mondale, slipped to a poor third after the early primaries and is looking to the southern tier of states to rehabilitate his candidacy.

Also looking South is Jackson, who was at least temporarily cut off from federal matching funds by falling below 10 percent of the vote in two successive primaries. Jackson has been campaigning among southern blacks as a civil rights figure and is looking for his first elected delegates in the Mar. 13 primaries.

Hart's surge did not help him with the congressional "superdelegates" who had expressed a conference for one of the three candidates who have dropped out of the primary contest — California Sen. Alan Cranston, South Carolina Sen. Ernest Hollings, and former Florida Gov. Reubin Askew.

Congressional Quarterly magazine recontacted the 15 House-elected convention delegates who had been on record for one of the drop-out candidates. Eight said they were uncommitted and the other seven said they now support Mondale.

Glass union wins pay for bias victims

Reserve, La.—A plastics company with an anti-labor reputation and 35 of its employees learned that unions really mean it when they say they will fight for the rights of all workers regardless of whether they are union members.

As a result of a suit filed by the Glass, Pottery & Plastics Workers, 35 former employees of Sewell Plastics Co. will share a $167,500 court-approved settlement stemming from charges that the company discriminated against them because they are black.

Although GPPAW does not have a contract at the plant, the union's president, James E. Hatfield, said GPPAW "fought for them because they were right and needed representation."

The workers and the union filed the suit in the U.S. District Court for Eastern Louisiana, charging that Sewell practiced race discrimination in its segregated hiring, promotion and transfer policies, as well as in job and shift assignments, discipline policies and other terms and conditions on the job. Although the employees had been fired by Sewell, they did not seek reinstatement.

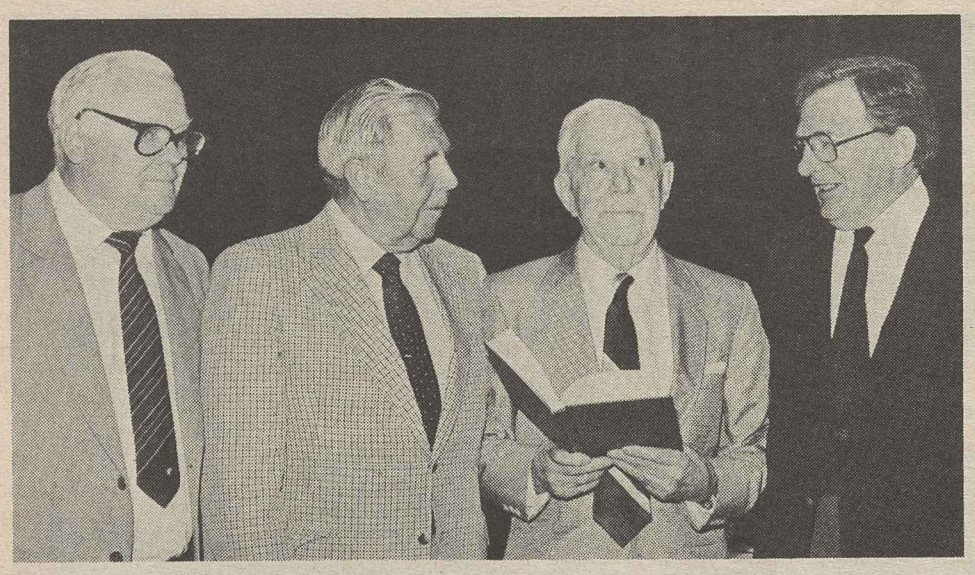
The Sewell facility is one of about 20 owned by the company, mostly in southern states and GPPAW has one contract at the firm's Charlotte, N.C. plant. The union said Sewell has a long history of bitter resistance to organization, including such practices as firing workers for union activity, questionable tactics in elections, and attempting to provoke decertification at the Charlotte plant.

Kenin named to post with Mondale campaign

The Mondale for President campaign has named Frances Kenin to handle liaison with labor. Kenin goes to the Mondale campaign from a similar position at the Democratic National Committee, a post she has filled since early 1982.

The DNC post will now be filled by Mary Goddard Zon, the long-time research director of COPE who retired in 1977. In addition, Marlene Neve, who had been legislative and political director of the Alaska AFL-CIO, will serve as the labor liaison representative with the House and Senate Democratic campaign committees.

Affiliated unions needing to reach the Mondale labor desk can do so by calling Kenin at 202/625-1670.



Salute to Keenan

Life and times of Joseph D. Keenan, secretary-emeritus of the Electrical Workers and a former AFL-CIO vice president, are chronicled in a newly published biography released at a luncheon during the Executive Council meeting. Written by Francis X. Gannon, the book offers insights into labor's role in mobilizing the nation's defenses and in transforming post-war America. Keenan served as vice chairman of the War Production Board during World War II. With Keenan, second from right, are AFL-CIO Vice Presidents J. C. Turner and Charles Pillard, and President Lane Kirkland.

Ban on export of Alaskan oil upheld in Senate vote, 70-20

The Senate squelched by a decisive 70-20 vote a labor-opposed attempt to allow the export of 200,000 barrels of Alaskan oil a day to Japan.

A ban on the export of crude oil from Alaska's North Slope has been in effect since Congress authorized construction of the Alaskan pipeline, with exceptions allowed only through a presidential finding that it would be in the national interest, result in lower costs to refiners and assure that savings are passed on to consumers.

The AFL-CIO has strongly opposed any relaxation of these standards as detrimental to the goal of U.S. energy self-sufficiency and destructive to jobs.

Alaska's two senators sponsored the 200,000 barrel-a-day exemption as an amendment to the Export Administration Act. But it was killed by a tabling motion after Sens. John Heinz (R-Pa.), Howard M. Metzenbaum (D-Ohio) and other foes warned that it would work against America's interests and increase reliance on the volatile Middle East as a source of oil.

In other congressional developments:

- The bill introduced by House Judiciary Committee Chairman Peter W. Rodino, Jr. (D-N.J.) to nullify the Supreme Court's interpretation that a company can abrogate its union contract if it files for bankruptcy picked up 54 cosponsors, and the AFL-CIO urged other House members to sign on.

Legislative Director Ray Denison also urged House members to press for inclusion of legislation along the lines of the Rodino bill as part of any bankruptcy measure brought to the floor.

- House and Senate committees continued working on legislative proposals to make a significant down payment on debt reduction, but there was no movement on the formal bipartisan congressional-White House talks that have sputtered on and off.

- The Senate devoted the week to debate on differing versions of a proposed constitutional amendment to allow "voluntary prayer" in public schools. A two-thirds majority of both the House and Senate is needed to initiate a constitutional change.

- Before taking up the constitutional amendment issue, the Senate dropped from its calendar—at least temporarily—a trade reciprocity bill supported by the Reagan Administration but opposed by unions as a threat to jobs. Meanwhile, at House hearings, the AFL-CIO and affiliated unions stressed that barriers other nations have imposed to U.S. goods can be challenged under authority the President already has under existing law—without a tradeoff of new concessions in the U.S. market.

The proposed legislation "will serve the foreign interests of U.S. multinationals and will have a negative impact on domestic employment and industry," AFL-CIO Legislative Rep. Stephen Koplan testified.

Service Employees prevail

EPA agrees to issue asbestos cleanup plan

By Arlee C. Green

The Environmental Protection Agency agreed to act under prodding from the Service Employees to develop regulations to abate asbestos contamination in public schools and other buildings.

EPA Administrator William D. Ruckelshaus said that "EPA is in full agreement with the goals of the (SEIU) petition and intends to insure that human health is protected to the fullest extent possible where asbestos is concerned."

SEIU President John J. Sweeney termed the action "the most significant development to date in our campaign to rid our schools of this killer." He noted that "the rules we are asking for were mandated by Congress long ago." SEIU launched a national campaign last June to force removal of asbestos from schools and released a study showing over 10 percent of the nation's schools could contain asbestos materials which are not being removed or cleaned up.

Since that time, Sweeney noted, the EPA and the Dept. of Education have released information indicating that the problem may be much worse.

"We hope the EPA action will help us in lobbying Congress to provide federal funding for the removal of asbestos and to fully implement the Asbestos School Hazard Detection Act of 1980," he said.

The SEIU concern over the deaths of several members due to asbestosis and related lung diseases prompted its national campaign and petition to get the EPA to begin its rulemaking procedure.

The SEIU petition, filed in November under the Toxic Substances Control Act, pressed the agency to:

- Set standards for determining when flaking asbestos-containing materials in schools and public buildings are hazardous.

- Establish requirements for corrective action when these materials are determined to be hazardous.

- Develop inspection and abatement regulations for buildings containing flaking asbestos.

- Set performance standards for abatement activities, including protections for persons performing the abatement work.

Current EPA regulations only require that schools be inspected for flaking asbestos and report those inspection results to school workers and parents.

Hearings to be set

The EPA published a notice in the Federal Register on Mar. 7 granting the union petition. The agency will have to hold public hearings within 60 days of that notice.

In a statement, EPA said additional workplace regulation under the Toxic Substance Control Act "is not necessary to protect health or the environment against unreasonable risk," citing current regulations under the Clean Air Act and the Occupational Safety & Health Administration as being sufficient to protect workers doing asbestos removal and abatement.

OSHA is currently being pressed for stricter asbestos regulations, especially for workers on construction jobs.

Stricter rule sought to curb rubber industry cancer risk

The AFL-CIO and several of its affiliates petitioned the Labor Dept. for an emergency standard limiting worker exposure to butadiene, a toxic substance used in the production of synthetic rubber.

The federation joined the Industrial Union Dept., Chemical Workers, Rubber Workers, and Oil, Chemical & Atomic Workers in urging that the worker exposure limit for the substance be reduced to one part per million parts of air—down from the current standard of 1,000 ppm.

In a telegram to Labor Sec. Raymond Donovan, the AFL-CIO said an emergency standard is needed "to protect employees from the significant carcinogenic and reproductive risks caused by current levels of exposure to butadiene which exist in the workplace." It pointed out that two recent animal studies have proven the substance to be a carcinogen.

Some 70,000 rubber and chemical workers are potentially exposed to the substance which is used as a chemical intermediate in the development of synthetic rubber compounds used in the manufacture of tires, tubes, plastics and many other consumer products.

The Occupational Safety & Health Administration joined with the Environmental Protection Agency in early January in seeking public comments as part of their initiation of a review of the substance.

Rubber Workers President Milan Stone, in a letter to OSHA Administrator Thorne G. Auchter, warned that if OSHA denies the joint petition, such an action "could dilute the credibility and responsibility of OSHA."

In a separate letter to EPA Administrator William D. Ruckelshaus, Stone questioned the Administration's motives when it held a meeting last month on butadiene to which it invited representatives of OSHA and the chemical and rubber industries but not "the real representatives of your constituency—workers and organized labor—whose members are faced with the additional cancer risk of exposure." He insisted that labor's input must be considered in any future meetings.

Jobs drive pressed for handicapped

Houston—A coalition-building conference here brought together labor, business and vocational rehabilitation representatives to explore ways of improving job opportunities for handicapped and disabled workers.

The session was cosponsored by the AFL-CIO Human Relations Development Institute and the Labor Subcommittee of the President's Committee on Employment of the Handicapped.

The Houston pilot program's success will lead to similar sessions in other parts of the country, HRDI Director Mike Arnold said. HRDI operates a handicapped placement office in Houston and Arnold said the cooperation received from other elements of the community made it the logical choice for the first conference.

In Houston and other cities where the HRDI program operates, cooperative efforts have led to the placement of nearly 2,700 handicapped persons in jobs, he said.

Former Labor Sec. Ray Marshall said the Houston meeting was an example of what needs to go on all over the country if more handicapped and disabled workers are to find work. He warned, however, that opportunities for the handicapped will not open up unless steps are taken to find jobs for all Americans.

"We need to create jobs—good jobs—and until we do we will have trouble putting the handicapped to work," he stressed.

Gains for employers

Marshall said the nation could save about $10 billion a year by taking people who would otherwise be dependent on society and putting them to useful work. At the same time, employers stand to gain by getting workers who tend to be highly motivated on the job and perform well.

Chairman Harold Russell of the President's Committee on Employment of the Handicapped told the conference he was encouraged by increased cooperation among the three groups. Russell has headed the committee since 1964.

Vice President Joyce Miller of the Clothing & Textile Workers, who chairs the labor subcommittee, noted that labor—long a pacesetter in social change—can be a leader in jobs for the handicapped.

Union shop stewards can play effective roles in building acceptance of handicapped workers at the workplace, she observed. In a broader setting, labor is at the forefront of efforts to promote public support of handicapped workers' rights and putting together coalitions with employers on behalf of these workers, Miller said.

President Harry Hubbard of the Texas AFL-CIO, which was closely involved in planning the conference, also addressed the delegates.

At a workshop, a local union president, a manager of a company employment center, and rehabilitation professionals explored cooperative efforts to increase placement and improve the quality of training of the handicapped.

HRDI's handicapped placement office plans to build on the ideas developed at the conference to extend its services in the Houston area, Arnold said.

HRDI also will provide information and guidance on techniques for helping workers who become disabled on or off the job.

McDougall named head of job safety institute

Vernon McDougall has been named executive director of the Workers' Institute for Safety & Health. He succeeds Joe Velasquez, who resigned.

McDougall has directed the technical assistance and labor education activities of the institute since 1980. Earlier, he was safety and health director for the Paperworkers.

The Workers' Institute is a non-profit organization set up by labor to provide research, education and technical assistance to unions.

Mondale's record stands out on key jobs issues

Continued from Page 1

voting record going back as far as 1965.

Mondale has consistently voted for emergency job programs and public service jobs for the unemployed. He was an original sponsor of legislation to protect workers from sudden plant closings and unannounced layoffs.

Full employment is the cornerstone of Mondale's policies for achieving the twin goals of economic progress and social justice.

In line with the 1978 Humphrey-Hawkins Full Employment & Balanced Growth Act, Mondale has long proclaimed the goal of a job for every American who wants or needs one.

To head the nation toward the full employment goal, the AFL-CIO has called for a program to restore the industrial base of the American economy.

Unlike the United States, other countries have aggressive industrial and trade policies. They provide low-cost credit, protection from imports, and government assistance in the development of technology.

Because of this disparity between the United States and its trading partners, the U.S. balance of merchandise trade has remained in deficit every year but one since 1971. The deficit soared to about $70 billion in 1983, and is likely to top $80 billion in 1984.

The Reagan Administration is generally opposed to government activity in this sphere. Its drastic tax reductions for the wealthy and for industry were supposed to make money available for business investment and stimulate industrial expansion. That poor substitute for an industrial policy failed.

Mondale, on the other hand, recognizes the importance of industrial policy and agrees with organized labor on the need for targeted policies to assist industries vital to national economic growth.

"I am a profound believer in our free enterprise system," Mondale told the AFL-CIO Industrial Union Dept. legislative conference last May, "but I also believe that government must work in partnership with the market." Mondale says that his Administration will allocate $20 billion to support industrial policy programs.

Unfair tax tilt

Reagan's huge tax cuts tilted toward corporations and the rich, along with glaring tax loopholes, have resulted in a federal tax structure that is unfair and rigged against working people. It also threatens to abort the present fragile economic recovery, since tax receipts will not grow enough to shrink the huge deficits that loom.

Mondale has stated that he "disagrees completely" with the Reagan argument that the way to spur economic growth is to transfer wealth from low- and middle-income earners to the richest Americans. He recognizes the dangers of the growing deficit and the reality that $200-billion shortfalls cannot be closed simply by cutting spending.

He has pointed out that as many as 90,000 profitable corporations now pay no taxes at all, and has declared his intention to end such abuses and reverse current tax incentives that encourage plants to close and move. His position is consistent with labor's repeated call for restoration of the principle of taxation based on ability to pay and for equitable measures to raise substantial amounts of revenue, such as deferring or repealing indexation and putting a cap on the third year of the Reagan tax cut for the very wealthy.

The massive federal deficits—the result of Reagan's unfair tax cuts, deep recession, and accelerated military spending—pose a severe threat to the economy, but the President has chosen to "stonewall" efforts to reduce them. Instead, he masquerades behind proposals for a Balanced Budget Amendment to the Constitution and for Presidential "line-item" veto power, both of which are economically dangerous and politically unrealistic.

Mondale believes the mounting deficits have pushed up interest rates and distorted the value of the dollar, thus making sustained economic growth impossible. He advocates "scaling the defense budget to reality," pursuing a program of health care cost containment rather than further cuts in Medicare and Medicaid as Reagan proposes, and restoring revenues equitably.

On the issue of interest rates, which have been at historically high levels during the Reagan Administration, the contrast between the Reagan and Mondale positions is clear. Reagan continues to ignore interest rates, though private and government economists alike see their rise as harmful. Mondale warns that high interest rates are sowing the seeds of the next recession.

Reagan and Mondale also are poles apart on two other major issues—inflation and international trade and investment.

While recent drops in the rate of inflation have been impressive, they have been attained at a terrible price. Reagan's tight money and high interest rate policies put the nation through its worst recession in 40 years.

Average weekly earnings of workers, after adjustment for inflation, are down by 3.5 percent from December 1979 to December 1983.

Effective policies

Mondale is committed to policies that will hold down inflation without putting the country through the wringer of recession. He proposes policies to achieve steadily shrinking budget deficits and lower real interest rates, a better energy policy and a better agriculture policy.

On international trade and investment, which have had an increasingly adverse impact on U.S. industry and workers, the Reagan Administration hews to the unrealistic doctrine of "free trade" rather than defending U.S. interests and promoting "fair trade." Foreign imports have ravaged the American economy, putting hundreds of thousands of workers out of jobs.

Mondale believes the federal government should play an active and positive role in defending and promoting U.S. industry and its workers. He believes action must be taken on the dollar and to match foreign trade barriers and subsidies so that meaningful negotiations can take place. He would encourage U.S. companies to keep their plants and technology here rather than investing around the globe.

Two-tier pension plan proposed for federal new-hires

Union witnesses urged the House Post Office & Civil Service Committee to shape a supplemental retirement system for new federal employees that provides clearly defined benefits, coupled with a cost-of-living adjustment that would be based on the social security system's COLA protection.

Kenneth T. Blaylock, testifying both as president of the AFL-CIO Public Employee Dept. and of the Government Employees, noted that the unions had opposed bringing new workers under social security while old workers retained the fuller coverage of the Civil Service Retirement System.

The test of a supplemental retirement system for new workers, in addition to social security, should be total benefits comparable to those available under the existing civil service plan for the same rate of contributions, he urged.

A similar position was taken by the State, County & Municipal Employees in testimony by AFSCME Legislative Director William B. Welsh, and by representatives of several unaffiliated government employee unions.

Postal unions had testified at earlier hearings.

Blaylock suggested a multi-tier retirement plan. In addition to social security and a supplemental retirement plan, he proffered, an optional "thrift plan" should be available for employees who choose to pay additional amounts to increase their retirement income.

Prelude to bargaining

At the opening of the Auto Workers special convention in Detroit called to shape 1984 contract goals, UAW President Owen Bieber served notice on management that workers will be seeking strengthened job security as well as wage and benefit gains. He branded management "irresponsible" for scheduling heavy overtime while large numbers of jobless workers are still awaiting recall; 2,500 delegates took part in the three-day meeting.

Blacklisting of union workers barred

Continued from Page 1

apolis food cooperative that acquired Spencer Foods, testified at the time that it could be liable for more than $20 million in back pay.

Spencer closed its facility in October 1977 on the expiration of the union's contract. Land O'Lakes reopened it in February 1979, operating the plant under a new board of directors. Although Spencer's president remained in charge of day-to-day operations, the plant manager and most of the supervisors were new employees.

The union contended that the new management was a successor to the old, and that Spencer engaged in a discriminatory mass refusal to hire its members with its new hiring criteria. In its ruling, the NLRB found that the Land O'Lakes subsidiary is a new and independent enterprise, and not a successor.

The panel therefore dismissed the union's refusal-to-bargain charges. Members Patricia Dennis and Robert Hunter were in agreement on this point. But Hunter joined with Member Don Zimmerman in concluding that the new management applied its hiring criteria to screen out union supporters.

When Land O'Lakes reopened the Spencer facility, it hired only about 23 of the 250 former workers who applied. The NLRB ruled that the company unfairly imposed an anti-nepotism rule, barring the employment of more than one member of the immediate family. About one-half of the workforce before the plant closed were related to one another, the decision pointed out, but the rule was not uniformly applied at the company's other operations.

"We find that the (employer) was aware that all of Spencer's employees were union members and that it designed and implemented its hiring criteria, especially the anti-nepotism rule, in a discriminatory manner so as to disqualify most of those former employees," Hunt wrote in his opinion.

The board also adopted the conclusion of an NLRB administrative law judge's 1981 decision in the case that the new management was unlawfully motivated by the knowledge that the entire Spencer workforce had belonged to the union.

In a separate statement, Zimmerman wrote he would adopt the administrative law judge's conclusion that management violated Section 8(a)(5) of the National Labor Relations Act by withdrawing recognition from the union, by refusing to bargain over the recall of the laid-off employees, by unilaterally changing wages and benefits, and by unilaterally establishing criteria for recall.

Zimmerman suggested that the bargaining relationship survived under traditional successorship principles.

Plan signed to reduce lead exposure

The steelworkers signed agreements with the Occupational Safety & Health Administration and Asarco, Inc., aimed at reducing worker exposure to lead in Asarco's three smelters and one refinery.

Asarco employs 2,150 workers at El Paso, Tex., East Helena, Mont., and Glover, Mo., and its refinery in Omaha, Neb.

The agreements allow Asarco extra time to comply with the requirements of the federal lead exposure standard. However, the company is also required to institute technical controls and work practices to reduce lead exposure.

USWA industrial hygienist Michael Wright said the union strongly backed the agreements on the premise that "we get better control a whole lot faster than when have to fight it out" with the companies. He noted that employers often seek OSHA variances that give workers little protection until problems are resolved.

The dates for compliance with the lead standard were extended by two and a half to four and a half years, depending on the plant, and the agreements can be modified, by approval of all parties.

High-level lead exposure can seriously damage the circulatory, digestive, reproductive and nervous systems.

White House hit for stalling on sex bias

Continued from Page 1

jobs with the same employer is, of course, relevant evidence of discrimination."

Under the Civil Rights Act, he said, "it really doesn't matter what a job is 'worth' or what an employer chooses to pay. What does matter is that an employer may not discriminate against its female employees who perform work of equal skill, effort and responsibility by paying them less than it chooses to pay the occupants of traditional male jobs."

The Supreme Court's ruling paved the way for the more specific victory for AFSCME in the landmark State of Washington case that brought a judgment of back pay and future pay raises for some 15,000 state employees. Since then, Newman noted, there have been other court decisions consistent with the Washington precedent.

He suggested that the subcommittee give EEOC a deadline to report on the action it is taking to enforce the ban on sex bias. EEOC should be pressed to stop using policy studies of the comparable worth issue as "an excuse for inaction," he said, urging that it put its effort into investigating and litigating sex-based wage discrimination complaints on the basis of existing law.

In the appeal of the State of Washington case, Newman said, the EEOC and the Justice Dept. have a clear obligation to file a brief supporting the position of the women workers who suffered pay discrimination.

The Willmar 43

Willmar, Minn.—Employees of the First American Bank & Trust Co. here ratified their first union contract Feb. 27, after having organized last fall as members of Auto Workers Local 2008 in the town that is best known for the struggles of the women known as the Willmar Eight who organized their own union at another local bank.

The two-year contract was approved by a 41-2 vote and became effective on Mar. 1. It provides semi-annual pay increases of $350 each for the four-step pay scale which ranges from $8,700 to $15,000. The union also set up a vacation and break schedule.

The Willmar Eight struck Citizens National Bank in 1977 and gained fame for their heroic stance, yet failed to win a contract. Their story was made into a documentary film and a made-for-television movie aired earlier this year.

The First American contract covers secretaries, tellers, bookkeepers and some workers in the accounting department.

AFSCME easily preserves Illinois white-collar unit

Chicago — Professional and technical employees of the state of Illinois — who were stripped of their bargaining rights by an administrative decision — overwhelmingly reaffirmed their choice of the State, County & Municipal Employees as their union.

In a statewide mail ballot election conducted by the Illinois Office of Collective Bargaining, 5,292 workers voted for representation by AFSCME. The unaffiliated Teamsters, also on the ballot, got 865 votes, and 1,076 voted for no representation.

Ironically, AFSCME Council 31 already had been representing some 9,000 of the same professional and technical workers polled since 1975. The new election became necessary after the state's part-time collective bargaining board reacted to a 1983 challenge to whether a combined unit of both "professional" and "technical" employees was appropriate by yanking AFSCME's certification for the entire unit. No decertification vote was ever taken, AFSCME said.

Council 31, armed with new authorization cards, immediately petitioned for a new election, and at the same time asked Illinois to enlarge the unit to include an additional 3,500 workers in various state offices and institutions.

Although the state agreed to hold the election, administrative delays by the three-member collective bargaining board delayed the vote for nearly a year, the union charged.

AFSCME asserted that the delays enabled the Teamsters to mount an organizing campaign and petition to be included on the ballot, but AFSCME President Gerald W. McEntee said the IBT's poor showing amounts to a rebuff to its attempts to organize public workers.

The 12,500 employees who were eligible to vote in the election included social workers, psychologists, physicians, therapists, engineers, accountants, claims examiners, lawyers, educators, hearing and speech specialists and other professional and technical employees, AFSCME said.

The union will represent the workers as two units, divided into "professional" or "technical" classifications, depending on job descriptions. In the election, the collective bargaining board mailed ballots separately to workers in each of the classifications, and both units voted for AFSCME by similar 70 percent margins.

Job tax credit for employers called useless

The Targeted Jobs Tax Credit Program hasn't worked and shouldn't be renewed, the AFL-CIO testified at Senate hearings.

Since 1978, employers have been able to pocket a generous tax credit by hiring workers from "targeted" groups designated by Congress.

The list, which has been expanded several times, now includes persons receiving public assistance, handicapped persons, Vietnam veterans, ex-offenders, and for summer jobs, teenagers from poor families.

There is no evidence of any increase in employment from the program, AFL-CIO economist Arnold Cantor told a Senate Finance subcommittee. The evidence does show that "employers received windfall tax benefits for doing what they would have done anyway."

An employer who hires a person from one of the targeted groups gets a tax credit or rebate worth $3,000 per employee in the first year of employment and $1,500 in the second year. The summer job credit is limited to 85 percent of up to $3,000 in wages.

Cantor, who is assistant director of the AFL-CIO Dept. of Economic Research, said the program has been marked by "considerable abuse." Although it was tightened up in recent years, employers had been able to get tax credits for persons already on the payrolls, pocketing the windfall.

Hiring bias

When the program does provide an incentive for an employer to hire a "targeted" job-seeker, the result might be unfair denial of a job to an unsubsidized worker, Cantor noted.

He cited the case of an auto parts plant in Michigan that had laid off most of its workers. By the time it began recalling workers, only those with high seniority still had a contractual right to their former jobs. The lesser-seniority workers "were almost all replaced with individuals who carried tax credits," Cantor noted.

Whether for year-round work or for summer jobs, Cantor testified, "we have seen no evidence that employers expand their payrolls to accommodate additional workers from targeted groups. Rather, staffing levels are kept consistent with the basic requirements of the business."

The existing tax credit law expires at the end of 1984. Legislation to continue it an additional five years should be rejected, Cantor urged.

Panel formed on health cost control

Scarsdale, N.Y.—The Work in America Institute has begun a new study to explore ways of holding down health care coverage costs while at the same time improving the quality of care employees receive.

The study, to be completed by late 1985, is funded by grants from the Auto Workers, General Motors Corp., the General Electric Foundation, the Metropolitan Life Foundation, and the Pfizer Foundation.

An advisory committee including representatives of labor, management and the health care industry will help the institute develop its recommendations.

The study will look at how increasing union involvement can help employers curb health costs, and it will explore unified strategies for handling health insurance and other health-related programs.

Also to be studied are incentives for all participants in the health care system to hold down costs—including doctors, hospitals, employers, and patients—and the availability of alternative choices in health care delivery systems such as health maintenance or preferred provider organizations.

Labor members of the advisory panel include: Vice President Donald Ephlin of the UAW; John C. Carroll, executive vice president of the Communications Workers; Theodore Bernstein, director of the benefit funds department, Ladies' Garment Workers; Stanley Hill, associate director, District Council 37 of the State, County & Municipal Employees; Thomas Duzak, director of pensions, insurance and employee benefits for the Steelworkers; Karen Ignagni, assistant director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security; Irving Bluestone, professor of labor studies at Wayne State University, Detroit; Jerry Shea, Service Employees health care coordinator; and Teachers Vice President Candice Owley.

Survey links health problems to video terminals

By Susan Dunlop

With serious safety questions about video display terminals still unsettled, the responsibility for protecting the health of office workers can't be left to employers alone, the Service Employees testified at House hearings.

Jackie Ruff, executive director of SEIU District 925, told a House health and safety subcommittee that the burgeoning use of video display terminals (VDTs) in offices parallels a "truly frightening" increase in health problems among users, including substantial problems related to pregnancy.

Ruff charged that employers and manufacturers of VDTs "are far from willing" to take the action necessary to protect workers and that they have ignored or tried to discredit evidence linking VDTs to health risks.

Unions such as District 925—SEIU's office workers' unit—can use bargaining to win protections and improved working conditions, Ruff said. But she emphasized that because a relatively small percentage of the private and public sector clerical workforce is organized, "office workers lacking union representation cannot use collective bargaining as a means to improve working conditions and challenge unfair management practices."

For these workers, Ruff said, the importance of the role of government regulations is crucial.

Ruff told the subcommittee that studies by the SEIU and the National Association of Working Women found that the health problems most frequently reported by VDT operators include eyestrain, muscle pain, exhaustion and physical symptoms related to stress.

But the "most troublesome" statistic, Ruff said, is mounting evidence of serious pregnancy-related difficulties among VDT operators. These problems include miscarriages, stillbirths, premature delivery, birth defects and other abnormalities.

Pregnancy concerns

Ruff reported that a survey conducted by the association, also known as "9-to-5," found that workers who reported becoming pregnant since working with VDTs could claim only a 31.6 percent rate of normal, full-term delivery.

The survey was conducted over a six-month period using more than 6,000 responses to a telephone VDT "hotline" where workers could report experiences. Callers were sent a more detailed job and health history survey to fill out, and 873 responses were returned.

Ruff pointed out that because of the "self-selected" nature of the survey, the results cannot be directly applied to all VDT operators, but she told the committee that the "scope and number of pregnancy-related complaints is shocking enough to demand immediate attention."

Also testifying was Rebecca Alford, a member of SEIU's unit at the Equitable Life Assurance Society's claims processing offices in Syracuse, N.Y.

Although clerical workers at the office voted for representation by SEIU two years ago, the company has refused to bargain a contract. SEIU's boycott of the huge insurance carrier has been endorsed by the AFL-CIO.

Alford said the health and working conditions of the employees—who use VDTs continuously throughout the work day—is a major issue in the dispute with the company.

"Collective bargaining is the most effective answer for VDT users," Alford said, but she pointed out that in the U.S. "few VDT operators enjoy the benefits of a union contract, including us at Equitable." She told the committee she had given birth to a child with birth defects following a pregnancy begun after VDTs were introduced in her office.

Alford urged Congress to pass "strong legislation" to provide basic protections to all VDT users.

In her testimony, Ruff said SEIU is already backing legislation on VDT safety in Massachusetts, Illinois, New York, Oregon, Connecticut and Rhode Island.

Safety standards SEIU is supporting in those measures include giving workers the right to transfer away from VDT work to other jobs in a company during their pregnancy without a loss of pay, benefits or seniority.

Equipment needs

VDT equipment should be manufactured or refitted with protective metal shields to eliminate radiation emissions, and all VDTs should have adjustable screens and keyboards with glare reduction devices to be set-up in environments designed for the comfort and safety of the operator, SEIU said.

Other protections should include mandatory, periodic testing of equipment for safety, scheduled rest breaks for operators, and elimination of machine-pacing or computer-monitoring of workers' performance and output.

Ruff said SEIU has called on the National Institute of Occupational Safety & Health to "thoroughly investigate" the evidence of pregnancy problems among VDT users and to study patterns of all VDT-related health complaints.

EDITORIALS

Getting Involved

FOR TOO LONG, the voice of working people has not been heeded in the political arena. Our most basic concerns have either been smeared as special interests or patronized in election campaigns, only to be ignored after Inauguration Day.

The lesson from that experience is clear. It is not enough to go to the polls on Election Day to choose among candidates who have been chosen by others. We must take part in every phase of the political process from beginning to end. Our duty as trade unionists and as citizens demands it.

Not everybody is happy to see us involved. Some, having eagerly sought our support and having themselves supped at our table in the past, are now trying to smear and to deprecate the value of that support. They suggest that Fritz Mondale's sympathy for working people and their organizations is a liability and a handicap, not an asset.

I am perhaps too simple to understand the wisdom or the integrity of their arguments.

THE DEMOCRATIC PARTY has always been most successful at winning and at governing when it was seen by working people as their natural home, as a vehicle for their enduring aspirations and concerns.

It has been least successful when it was perceived as the instrument of narrow and elite fashions and fancies.

At this moment, all across America, many thousands of trade union volunteers are hard at work to see to it that when this Democratic Party opens its convention in San Francisco in July, there will be more working people present as voting delegates than ever before.

Our enemies are split between those who claim that we are toothless, irrelevant and safe to scorn and to defame, and those who claim that we are too powerful and ought to be broken.

We shall demonstrate that we are what we ought to be—a vital element of American society dedicated to human rights, human freedom and human progress.

We believe that tomorrow can be better, but we know that we must work as never before to bring that new day.

—AFL-CIO President Lane Kirkland, at Mar. 3 regional conference rally, Miami.

Fixing OHSA

THORNE AUCHTER, who is resigning as head of the Occupational Safety & Health Administration at the end of this month, says with some pride that he has completed the job for which he was hired—"to fix the agency."

There's a homespun maxim that advises, "If it ain't broke, don't fix it," and the fact is that OSHA didn't need fixing. It could have used a fine tuning, perhaps, but that was not the type of fixing that Mr. Auchter and those who hired him really had in mind.

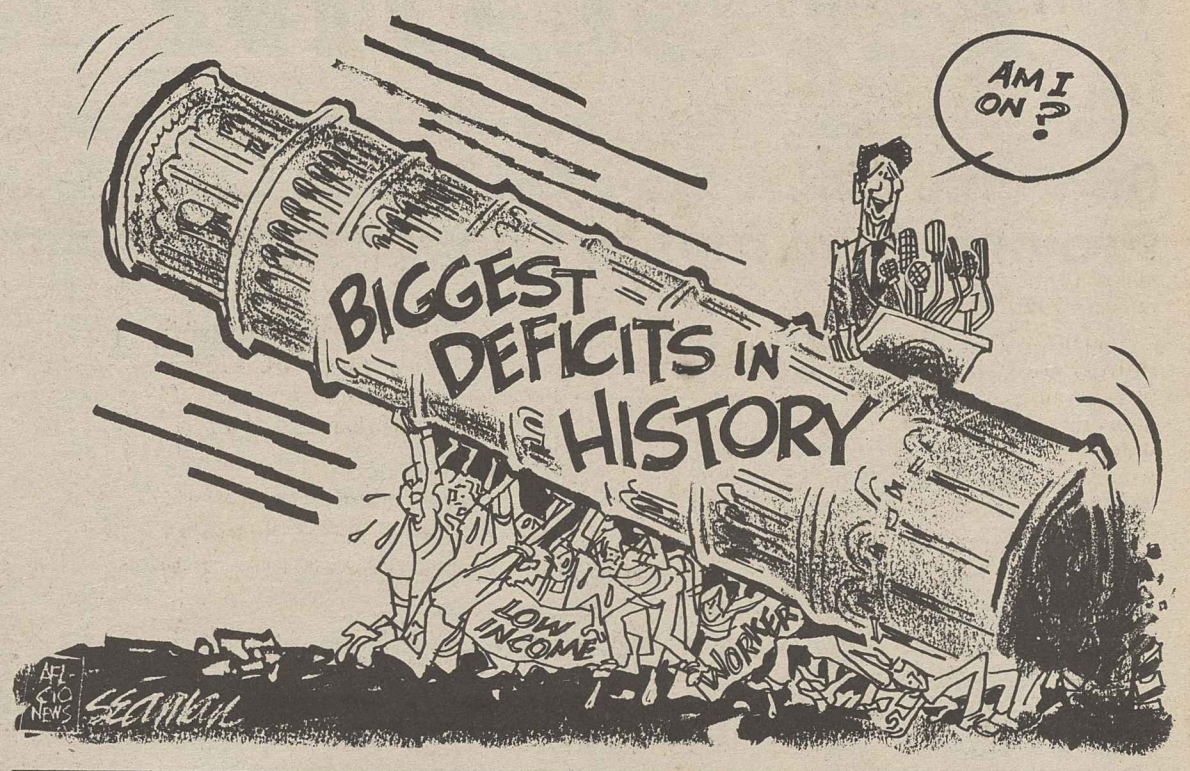
Under Eula Bingham, his predecessor, OSHA was finally starting to function as Congress had intended. With increasing professionalism, it was setting and enforcing realistic standards of safety and health in the workplace.

ALMOST FROM THE moment he took office, early in the Reagan Administration, Mr. Auchter began the process of retreat from the goals of the law.

Occupational health standards were weakened or delayed. As the last AFL-CIO convention concluded in a resolution, "Worker protection has taken a back seat to protecting the interests of the business community."

Perhaps it is too much to hope that the next OSHA administrator will again make the health and safety of workers the agency's first priority. But it would be mighty welcome.

The Leaning Tower



Washington Window

Unfair Reagan schemes trap millions in poverty

By Press Associates, Inc.

During the 1980s, a cruel combination of recession, social program cuts and inflation pushed millions of American families into poverty.

Between 1979 and 1982, some 8.3 million people slipped below the government's official poverty line and the number of poor grew from 26.1 million to 34.4 million, the U.S. Census Bureau reported last summer.

These cold statistics showing rising poverty in the world's richest nation are both a national disgrace and a challenge to political leadership.

To the Reagan Administration, however, the poverty figures have been regarded only as an embarrassment and a political danger.

To soft-pedal the Census Bureau statistics, Budget Director David Stockman and other Administration officials argued the figures exaggerate the problem because they don't include "in-kind" benefits in calculating family income.

In-kind benefits received by many low-income families include food stamps, subsidized school lunches, Medicaid, Medicare, and subsidized housing. Including these benefits as income reduces the poverty statistics, they maintained.

Ironically, these are the same benefits that President Reagan and his conservative coalition in Congress slashed in 1981 and 1982.

New figures

The conservatives now have their new statistics. The Census Bureau for the first time issued a report which includes non-cash benefits as income. As anyone might expect, doing so reduces appreciably the number of people in the poverty category. However, the new report gives Reagan and the conservatives little to rejoice about.

If the full market value of non-cash benefits is counted as income, the number of poor people increased from 15.1 million in 1979 to 22.9 million in 1982, the Census Bureau reported.

The percentage increase of poverty between 1979 and 1982 actually is far greater when the in-kind benefits are included. The four-year percentage increase is over 47 percent using the non-cash benefits, contrasted with over 28 percent using the official poverty figures.

What caused this big percentage jump in the poverty level?

In 1982, the Reagan budget cuts hit with full force. Next to the Reagan recession, these cuts are widely believed to be responsible for increasing poverty. The University of Wisconsin's Institute for Research on Poverty reported 3 million of the 8 million added to the poverty rolls from 1979 to 1982 were put there by the budget cuts.

Statistical proof

Despite Administration claims that its cuts only slowed, not reduced, the rate of social spending, the new Census Bureau report says differently. It shows that the average market value of non-cash benefits received by poor families declined by 10.4 percent, adjusted for inflation, from 1979 to 1982—from $3,715 to $3,330.

The "war on poverty" of the 1960s and 1970s has been in retreat under Ronald Reagan. This fact wasn't lost on a group of House Democrats, who timed their introduction of anti-poverty legislation with the report's release.

Sponsored by Reps. Charles B. Rangel (N.Y.), Harold E. Ford (Tenn.), Henry A. Waxman (Calif.) and Edward R. Roybal (Calif.), the bill would reverse some Reagan cuts.

It would set minimum federal levels for Aid to Families with Dependent Children and Medicaid, and make many of the unemployed eligible again for benefits. It would provide 90 days of health benefits for jobless workers, and job training and counseling for welfare beneficiaries.

This legislation would be a step toward reversing the unfairness of the social damage caused by past Reagan budgets.

AFL-CIO news

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LEGISLATIVE ALERT!

Supreme Court Says Employers Can Break Union Contracts Without Proving Bankruptcy; Congressional Action Needed To Restore Security

The U.S. Supreme Court's ruling in the case of NLRB vs. Bildisco could spell disaster for collective bargaining in American workplaces. Under this ruling:

- A company can unilaterally break its union contracts immediately upon filing for Chapter 11 reorganization under the 1978 bankruptcy law. It can slash wages and eliminate all benefits.
- Under Chapter 11 reorganization, the company is allowed to remain in business with current management retaining control. So nothing changes at the top; only the employees suffer.

The 1978 Bankruptcy Reform Act was designed to encourage companies to reorganize and stay in business (Chapter 11) instead of liquidating assets and going under (Chapter 7). But the 1978 amendments were not intended to undermine the 1935 National Labor Relations Act by allowing companies to unilaterally tear up labor contracts.

We must now get Congress to overrule the Supreme Court and declare that bankruptcy laws cannot be used to destroy collective bargaining agreements.

The Bildisco Case: Here's What the Supreme Court Decided

In 1980 Bildisco & Bildisco, a New Jersey building supply company, began to withhold health and pension benefits and wage increases negotiated with its employees, who were members of the Teamsters Union. Later, the company filed for Chapter 11 reorganization and rejected the entire labor contract.

The National Labor Relations Board found Bildisco guilty of unfair labor practices for breaking its contract. But the Third Circuit U.S. Court of Appeals overturned the NLRB and upheld the company's action. (Earlier, the Second Circuit U.S. Court of Appeals, in a different case, had developed the rule that labor contracts can be rejected only if it is obvious that the company cannot survive in any other way.)

The Supreme Court sided with the Third Circuit--and management: A company no longer needs to prove that breaking its union contracts is a last resort; in fact all the company needs to show is that paying union wages and benefits is a "burden." (When is any business expense not a burden?)

Furthermore, the Supreme Court said that an employer need not wait for completion of bankruptcy proceedings but can break its contract as soon as it files under Chapter 11.

WHAT YOU CAN DO: House Judiciary Committee Chairman Peter Rodino (D-NJ) has introduced H.R. 4908, which would prevent employers from using bankruptcy law to escape their labor agreements. **Urge your Representative to cosponsor H.R. 4908.**

In order to ensure quick action, the AFL-CIO also is urging the House leadership to **include legislation along the lines of H.R. 4908 as part of any bankruptcy bill that is brought before the House.** This is important, because legislation to reform the bankruptcy court system is likely to reach a vote by March 31.

Write to your Representative now, using the sample below as a guide. There is very little time; don't delay.

SAMPLE MESSAGE TO CONGRESS

U.S. House of Representatives, Washington, DC 20515

Dear Representative _____:

As a registered voter from _____(city)_____ and a member of _____(union name and local #)_____, I urge you, as a matter of the utmost importance, to clarify the corporate bankruptcy law and effectively overrule the Supreme Court's Bildisco decision.

Please cosponsor H.R. 4908. This bill, sponsored by Judiciary Committee Chairman Rodino, would prevent misuse of bankruptcy law to escape collective bargaining agreements.

And please urge the House leadership to include legislation along the lines of H.R. 4908 in any bankruptcy bill brought before the House.

My job, my wages, my health care protection and pension, my future could be threatened by the Bildisco decision. Whatever else Congress does before adjourning this year, it must restore the safety of union contracts.

Sincerely,

_____

_____

Send a similar message to your Senators, Washington, DC 20510

Continental, Wilson Foods Workers See Their Hard-Won Contracts Voided; It Could Happen to You

Continental Airlines employees thought their collective bargaining contracts guaranteed them the wages and working conditions they had bargained for. But that was before the company filed for Chapter 11 reorganization, put two-thirds of its workers on the unemployment line, cut wages and benefits in half for the remaining employees, terminated pension plans, seniority rules and work rules--and then re-opened for business with bargain-basement fares.

Wilson Foods employees are in the same boat. After the company filed for Chapter 11 and unilaterally cut wages 40-50 percent, employees were forced to renegotiate their contracts and take severe pay cuts.

The Bildisco decision means there will be more of these stories. We must get Congress to restore the safety and stability of union contracts.

PRESS CLIPS TELL THE STORY: ASSAULT ON WORKERS' WAGES, BENEFITS, SENIORITY THROUGH FAKE BANKRUPTCY

Going Bankrupt—Is It Just a Way To Get Out of Labor Contracts?

Increasingly, bankrupt firms are asking the courts to abrogate their labor contracts. Organized labor is pressing for legislation to prevent such actions.

NATIONAL JOURNAL 11/12/83

OCTOBER 31, 1983 FORTUNE

MANAGEMENT BY BANKRUPTCY

BANKRUPTCY CHIC AT THE BAR

■ Bankruptcy work, long snubbed by the law's best and brightest, is suddenly a hot specialty. Big-name law firms like Davis Polk & Wardwell in New York are building up their bankruptcy practices. Others are buying out specialty firms—for instance, Chicago's Sidley & Austin recently took over Shutan & Trost.

One reason for bankruptcy chic: recession and some 1978 reforms of the bankruptcy code (see text) have sent huge corporations rushing in where once only losers and small fry dared to tread. Another reason: the 1978 reforms made bankruptcy work more lucrative. Previously, most fees were set under the so-called economy principle, which held that bankrupt companies shouldn't have to pay as much for legal work as solvent companies. Now, bonuses and premiums on top of hourly fees are not uncommon—and a lawyer can get paid every four months. Fees are hitting record highs. AM Interna-

Continental Air Lines Inc. filed for bankruptcy apparently for the sole reason of rejecting its labor contract. Three days after filing, the airline was back in business, operating 22 per cent of its pre-filing flights, with a huge drop in staff and wages.

10 THE WALL STREET JOURNAL, Wednesday, December 14, 1983

Continental Air Official Saw Chapter 11 As 'Stick' Against Unions, Hearing Told

By Bryan Burrough
Staff Reporter of The Wall Street Journal

HOUSTON—Three months before Continental Airlines' bankruptcy-law filing, a top company official identified Chapter 11 as a "big stick" to gain concessions from its unions.

The executive, Richard Adams, senior vice president, flight operations, expressed the view in handwritten notes produced as evidence in a hearing here on Continental's Chapter 11 bankruptcy-law proceedings. During eight days of testimony, three striking Continental unions have argued that the carrrier's Sept. 24 Chapter 11 filing was intended primarily as a device to break its union contracts and lower its labor costs.

Although Chapter 11 is intended to give financially troubled companies a chance to restructure their debts, several concerns recently have abrogated their labor contracts by using Chapter 11.

Mr. Adams's handwritten notes suggest he considered some unusual measures to exact concessions. "I don't believe we can get these concessions on a voluntary persuasive basis," said the notes, written last June. "We must get awfully big stick . . . most effective stick may be Chapter 11." Under Chapter 11, a company's legal contracts, including its collective-bargaining agreements, may be revoked.

BUSINESSWEEK/JANUARY 30, 1984

UNIONS

CONTINENTAL IS COMING OUT A WINNER

Hart's record falls short on key issues

Senate votes belie slogan of 'new ideas'

By David L. Perlman

If Gary Hart has a "new idea" to bring America to full employment, it's been the best-kept secret of a media-drenched campaign for the Democratic presidential nomination.

But Hart has made clear by his Senate votes as well as campaign oratory some of the things he's against.

They include measures that the trade union movement, Walter Mondale and most Democrats in Congress support in order to shore up the nation's industrial base and stem the hemorrhage of U.S. jobs.

Hart has also broken with the Democratic mainstream as well as the labor movement over unemployment benefits and the minimum wage, job safety and housing, hospital costs, education aid and budget priorities.

One of the ingredients of the highway repair bill Congress passed at the height of the recession to provide jobs was a "Buy American" requirement for steel, concrete and other construction materials purchased with federal funds.

New idea

Last fall, Hart was one of the few Senate Democrats who voted for an amendment to weaken the provision.

He has attacked Mondale's support of an automobile domestic content requirement—a measure that would mean new jobs for workers in steel, glass, plastics, textile and parts manufacturing as well as on auto assembly lines.

Other countries have such laws but Hart says this would be "surrender" to "protectionism" and to "special interests."

As Mondale has noted, Hart hasn't been quite such a free-trader when it comes to the oil industry. He voted against taxing the windfall profits of the oil industry and has advocated an import tax on foreign oil.

Continued on Page 3

AFL-CIO news

VOL. 29, NO. 11
SATURDAY
MARCH 17, 1984

Congress pressed to close bankruptcy law loophole

At Chicago's O'Hare Airport, AFL-CIO President Lane Kirkland joins pickets protesting unfair use of bankruptcy code loopholes to bust unions.

Legislation sought to bar union-busting

America's unions have mounted a campaign for legislation to stop employers from twisting federal bankruptcy proceedings into a device for tearing up union contracts.

That's what Continental Airlines and Wilson Foods Corp. did last year, in each case unilaterally slashing wages and benefits for more than 6,000 workers.

It's what other companies have threatened to do in order to force unions to reopen contracts and agree to givebacks.

AFL-CIO President Lane Kirkland said congressional action is needed because last month's Supreme Court decision left no other recourse. The Supreme Court said a company didn't have to go before a bankruptcy judge to get permission to abrogate its union contract. All it had to do was file papers seeking Chapter 11 reorganization under the federal bankruptcy law.

Later, the only justification needed would be a showing that in terms of profitability it would be "burdensome" for a company to comply with its union agreement.

Kirkland and presidents of a number of affiliated unions have asked union members in selected congressional districts to write and send postcards in support of labor's twin objectives:

- Cosponsorship of H.R. 4908, a bill by House Judiciary Committee Chairman Peter W. Rodino, Jr. (D-N.J.) that would offset the Supreme Court's bankruptcy ruling.
- Support for an amendment similar to the Rodino bill on pending legislation

Continued on Page 2

Wide support for Mondale

Endorsement a 'bottom-up' choice

The AFL-CIO convention's endorsement of Walter Mondale's bid for the Democratic presidential nomination was a "bottom-up" decision, based on one of the largest political preference surveys ever conducted.

Once the AFL-CIO decided to break with tradition and endose a presidential candidate before the party primaries, the question became "which one?"

For the answer, AFL-CIO unions went straight to their ranks and surveyed, straw-polled and mail-balloted local union members to determine their views.

A number of unions sent preference questionnaires to all members through their union publications. Many conducted straw polls among local union delegates at national and regional conventions and local meetings, and others distributed secret preference ballots in workplaces. Several unions used independent opinion research firms to scientifically poll members on their preferences and to tabulate results.

The message was strong and clear—union members overwhelmingly supported the candidacy of Walter Mondale.

Back in the pack

Running a distant second was Ohio Sen. John Glenn in what was at the time a field of seven seeking the Democratic Party nomination. There was scant support for any of the other candidates.

When union representatives — armed with the preference data from their members—cast their ballots on the endorsement question at the Oct. 1, 1983, AFL-CIO General Board meeting, 91 percent of the vote went for Mondale. Glenn received 3.3 percent of the total, but no other candidate was named. Of those voting, 3.7 percent voted for "no endorsement," and 2.7 percent abstained.

Tabulation of votes was based on each union's membership, and unions were permitted to split their total membership vote between candidates if they chose to do so.

Of the total number of votes cast by unions for one of the candidates, Mondale received 12,957,738 votes to Glenn's 470,367.

AFL-CIO state and local central labor bodies and constitutional departments, each accorded one vote at the General Board meeting, had also tested union members' preferences in their regions. Based on what they found, they voted overwhelmingly for Mondale.

A New York Times/CBS News nationwide poll taken at the time also found clear majority support for Mondale among members of AFL-CIO unions in particular and Democrats in general.

Of the union members the Times questioned, 23 percent said they had been contacted directly by their unions to solicit their opinion on an endorsement. That percentage represents a huge sample when compared with the samplings of professional pollsters.

All of the seven announced Democratic candidates—Jesse Jackson did not declare until November—had accepted invitations to present their views to an AFL-CIO national convention or at meetings of the federation's Eecutive Council. All seven said they wanted the AFL-CIO's endorsement.

The depth of the soundings conducted by the unions and the clear choice expressed by their members refute the charges of some candidates who actively sought the AFL-CIO endorsement but now argue that the decision was made by the leadership rather than the membership.

LEGISLATIVE ALERT!
PAGE 8

Medicare panel criticized on call for eligibility cut

Key members of Congress echoed labor's sharp dissent from the recommendations of a federal advisory panel for dealing with the financial problems of Medicare by raising the age of eligibility, imposing new taxes on workers and compelling America's elderly to pay more for hospital care.

The Advisory Council on Social Security formally submitted its report, but even the Administration couldn't get up much enthusiasm for it. Health & Human Services Sec. Margaret M. Heckler said its recommendations "should be added to the many proposals already under discussion and those yet to be advanced by other interested groups."

The council's two labor members, President Alvin E. Heaps of the Retail, Wholesale & Department Store Union and Sec.-Treas. Stan Arnold of the Michigan Build-

Continued on Page 2

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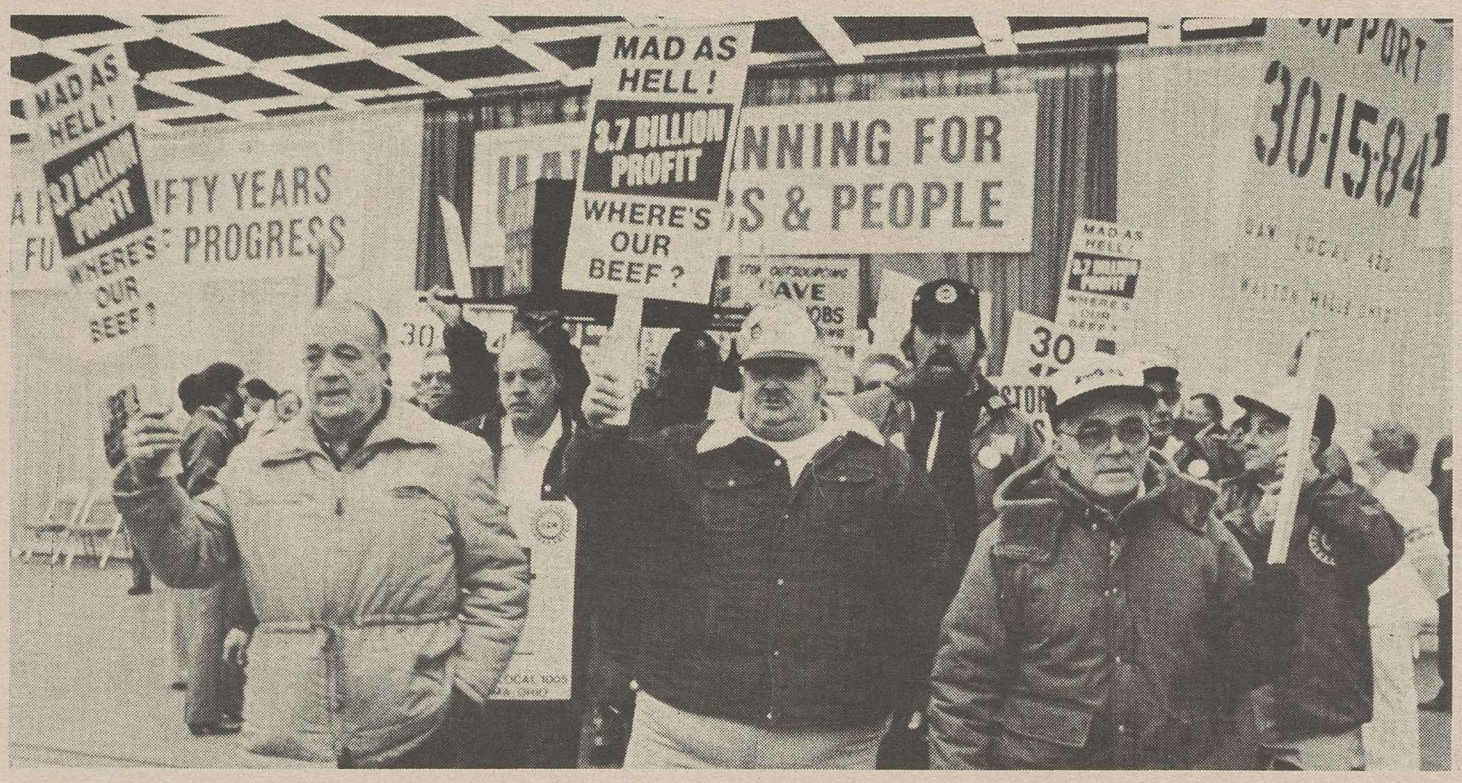


Delegates to Auto Workers collective bargaining convention march out of Detroit's Cobo Hall in solidarity.

Job security tops contract goals as UAW gears up for bargaining

Detroit — The Auto Workers, gearing up for negotiations with General Motors Corp. and Ford Motor Co., put job security at the top of the union's bargaining goals.

A 67-page resolution adopted by the UAW's special collective bargaining convention emphasized that "employment security is our highest priority" in talks with the two automakers to replace contracts that expire in September.

The 2,500 delegates, citing record profits of $6.2 billion posted in 1983 by GM, Ford and Chrysler Corp., listed wage improvements as their second highest agenda item.

UAW President Owen Bieber pointed out that workers made significant concessions in 1982 to help employers weather hard times and now, "given the profits of the auto companies, we think workers can be accommodated without any price increases."

Key protections

The delegates also targeted protection of cost-of-living clauses, health coverage, pension and retirement options as economic goals.

The bargaining resolution said the union will seek strong job protections because "workers should not have to worry that their jobs will disappear because of automation or other new technologies, international competition, or due to their employer's decision to outsource work or close a facility."

Excessive overtime was condemned as a job-killing practice and a potential wedge between employed and unemployed members. According to UAW estimates, the heavy overtime in the auto industry—evident in six day weeks and ten-hour days at many plants—kept as many as 95,000 unemployed workers on the streets in the fall of 1983.

Acknowledging that some employed members wish to "cash in" on the overtime bonanza, UAW officers and convention delegates alike called for spreading the available work and discouraging excessive overtime through higher premiums, compensatory time off, or straight-out limitations.

The main thrust of the convention's program for improved job security was embodied in a half-dozen key goals:

- Shorter worktime with no reduction in pay to be achieved by more vacation and holiday time. Progress toward a four-day workweek has been interrupted by the recession, several speakers pointed out, but as employers recover sales and profits, the union expects to pick up where it left off.
- Negotiated restrictions on outsourcing and sub-contracting of work to non-union employers. Delegates were especially angered by GM's plan, outlined in internal company documents recently obtained by the union, to cut 80,000 workers from its payroll by 1986.
- Local content legislation, passed by the U.S. House of Representatives but stalled in the Republican-controlled Senate. Delegates agreed the measure would curtail the flood of imported automobiles and force GM and Ford in particular to shelve plans to import parts and finished cars from Japan and Mexico.
- Improved pension benefits that encourage more early retirements.
- Lifetime guaranteed employment as the ultimate goal, with a "safe seniority date" as an interim measure to insure jobs, transfer rights, and/or income guarantees to protect workers.
- New technology protections to share the benefits of improved productivity with affected workers. Workforce reductions by attrition, advance notice of innovations, and special job training that would keep new technology within the bargaining unit were among the recommended bargaining approaches.

Wages were second only to job security in the priorities debated by the convention. Having made significant concessions in 1982 to help employers weather hard times, the delegates were in no mood to continue sacrificing when GM, Ford, and Chrysler's 1983 profits totaled a record of $6.2 billion.

Company proposals to expand profit sharing (established in the 1982 negotiations) in lieu of wages were rejected by the convention.

"Profit sharing and similar programs have a place in our goals," the final bargaining resolution declared, "but we did not trade our wage formula for profit sharing."

Bieber reminded the delegates that some of labor's adversaries have already declared war. "The assault is being led by the Reagan Administration," he said, "and fought on the front lines by greedy and opportunistic employers."

He cited the gutting of job safety rules, the rightward shift of the National Labor Relations Board, the use of bankruptcy laws to break unions, and the government's deliberate policy of high unemployment as salient features of this anti-union offensive. Delegates from UAW locals at General Dynamics and McDonnell Douglas also testified to the anti-union bias of the Pentagon, which backed both employers in policies that provoked long and — in the case of General Dynamics' Electric Boat Division — continuing strikes to protect past gains.

"The fact is," Bieber concluded, "that we will see more Greyhounds, and more Continental Airlines, and more McDonnell Douglas', and more General Dynamics until we get Ronald Reagan out of the White House and elect a President who will promote policies that provide for all the people of this nation."

Action sought on bankruptcy law reforms

Continued from page 1

to create additional bankruptcy judges.

The bankruptcy court system must be restructured by the end of March to comply with another Supreme Court decision, and there is intense jockeying for the right to offer amendments to the bill when it reaches the House floor later this month.

Rodino's bill, which had 114 cosponsors as of Mar. 15, would continue union contracts in effect after bankruptcy papers were filed. A contract would be voided only if a bankruptcy court found that such a drastic action was necessary to preserve jobs and make possible the financial reorganization of a failing company.

"This legislation will make clear that the Bankruptcy Code cannot be used to escape requirements of labor contracts bargained in good faith," Rodino said. It "was never meant to provide immunity from labor law," he told the House.

Kirkland's letter warned union members that the Supreme Court decision left employers who file for bankruptcy reorganization "free to dictate the terms of your employment — your wages, your health insurance, your seniority, your pension plan, your job."

Unless Congress acts, he warned, "more employers will follow the lead of Continental Airlines and Wilson Foods."

An AFL-CIO pamphlet sent along with the letter made the point also that "for the many companies that have been waiting for just such an opportunity, the Supreme Court decision is an engraved invitation for union-busting."

Humphrey Donahue gets regional director's post

Humphrey Donahue has been named the AFL-CIO regional director for New York, New Jersey and Puerto Rico.

Donahue, 55, has served as the assistant director of the New York-based Region VII for the past year. He had been an AFL-CIO field representative since 1969.

In other appointments, three field representatives were named assistant directors of their respective regions: Paul Sanchez to Donahue's former position in Region VII; Green P. Lewis in Region V, which comprises seven southeastern states, and Kevin Kistler in Region III, which covers seven mid-Atlantic states and the District of Columbia.

Medicare panel challenged on proposals for cutbacks

Continued from page 1

ing Trades Council, had already expressed their vigorous disagreement.

If it's necessary to keep the program from going broke, they said, the government should turn to general revenue contributions instead of drastic benefit cuts or curtailment of eligibility.

The advisory panel majority proposed to raise the age for Medicare coverage from 65 to 67. In addition to making the elderly pay more, they advocated taxing workers on employer-paid insurance benefits and increasing federal taxes on alcohol and tobacco. In practice, Heaps and Arnold noted, such selective taxation would fall heaviest on lower-income persons in contrast to the ability-to-pay principle of general revenue financing.

They also rejected the idea of automatically increasing the Medicare Part B deductible at a rate corresponding to the annual increase in the government's consumer price index. And they opposed levying a surcharge of $41 a year on beneficiaries to help finance the deficit in the Part A trust fund.

Economic estimates used by the panel anticipate that Medicare outlays will exceed income before the end of the 1980s.

The panel's recommendations were sharply criticized by advocates for the elderly.

Rep. Claude Pepper (D-Fla.) said he was "shocked" at the council's recommendations and "absolutely opposed to any increase in the burden of health-care costs to be borne by the elderly."

"We can devise . . . proposals that will make Medicare solvent and sound, reduce costs to the government and provide medical services to the elderly," he said. "I hope no one will be converted by this unwise commission."

Rep. Edward Roybal (D-Calif.), chairman of the House Aging Committee, said that raising the eligibility age to 67 and increasing premiums paid by beneficiaries are not an acceptable solution to Medicare financing problems.

"We need a plan that controls health costs, not one that cuts medical coverage," he said. "Let's look to those who can afford to cut medical charges before we cut off medical coverage or dig deeper into the pockets of the elderly."

The council was established in 1982 under a law requiring review of social security finances every four years. The current panel was instructed to take a look at Medicare, which is part of the social security system.

Copper strikers keep health benefits

Tucson, Ariz.—A federal judge ruled that Phelps Dodge Corp., cannot cut off medical benefits from its 2,300 striking copper workers.

The company had planned to end all benefits at midnight on Mar. 12. Under its contracts with 13 striking unions, the company was required to pay 100 percent of medical benefits.

Michael Keenan, an attorney for the union coalition, said that U.S. District Court Judge Alfredo C. Marquez adopted the union argument that the strikers had vested rights under the contract.

Phelps Dodge notified the workers in January that it would terminate the benefits in 60 days. The unions then filed suit to block the action.

Phelps Dodge has continued to operate its copper facilities with strikebreakers since last July when the unions struck over wages and benefits. The company refused to go along with an industry pattern set last summer, and insisted on a wage freeze and takeaways.

The last contract negotiating session was held Jan. 23, and no new talks are scheduled.

'Where's the Beef?'

Hart's record found wanting on key issues

Continued from page 1

With the help of government-loan guarantees voted by Congress, the Chrysler Corp. was saved from bankruptcy, several hundred thousand jobs were saved, and the government even made a profit.

But Hart didn't think it was a good idea. He voted against it.

By contrast, the Johns-Manville Co. found a friend in Hart when it was hit by a wave of suits from victims of asbesos-caused cancer and asbestosis. The suits were based on evidence that the company knew of the deadly hazards—and deliberately withheld the information.

In 1980 and 1981, Hart introduced bills that would have had the effect of shifting libility from the asbestos industry to the government. It just happened that executives of Colorado-based Johns-Manville were instrumental in the Business for Hart Committee in the 1980 election.

Lukewarm support

In a recent newspaper interview, Hart said he supports an "industrial policy" that would seek cooperation of government, labor and business to modernize ailing industries—a major AFL-CIO goal.

But the article by political reporter Peter A. Brown for the Scripps-Howard News Service noted also that Hart "does not support pending legislation backed by Democratic liberals that would create a $5 billion federal bank to make loans for those purposes." Hart says that might be "institutionalizing intervention."

Hart has also proposed financing job training by worker payroll deductions. AFL-CIO President Lane Kirkland described that Hart proposal as a "retraining plan that takes the cost out of what's left of your pay check before you get fired."

Another of Hart's "new ideas," it turns out, is one that fast-food chains and their Republican allies have had for a long time—a subminimum youth wage. The last time it came to a vote in the Senate, it was beaten 49-44. But no thanks to Hart. He voted for it.

Old idea

Kirkland had this comment on Hart's "new ideas" at the federation's regional conference in Chicago:

"Hell, we can get ideas like that from Ronald Reagan any day in the week. If that is the wave of the future, we are indeed in trouble."

The trade union movement, Kirkland said, prefers to stand with Mondale, "who has put his political life on the line as a friend of labor and as a strong champion of all who earn their bread by the things they make and the hard work they do."

Hart's political strength has been an apparent ability to appear all things to all people—well, nearly all people.

Just two years after the McGovern campaign, Hart won election to the Senate from Colorado by defeating a conservative Republican incumbent, Peter Dominick.

Startlingly, in that campaign Hart accused Dominick of being "one of the big spenders in the U.S. Senate." In that campaign also, the Denver Post noted, Hart called for "the end of the New Deal" and attacked the philosophy of "throwing money at problems."

Mondale's consistency

It's these inconsistencies that have intrigued political observers. By contrast, Walter Mondale holds few surprises. His votes and speeches reflect mainstream liberal Democratic values.

Mondale has repeatedly advocated a tax reform program that includes a ceiling on the reckless tax cuts made under the Reagan Administration and a suspension of indexing.

A recent New York Daily News profile noted that "on tax reform, Hart is on everybody's side." It says Hart supports a "flat-rate" tax that would eliminate most deductions and substantially drop the maximum tax. And it adds that "he also likes the idea of taxing consumption rather than savings, a Republican idea."

A "consumption tax" is another term for a national sales tax or a so-called value-added tax that ends up being paid by the consumer.

Hart did vote in accord with labor's position more often than not. And he was endorsed by the AFL-CIO for re-election to the Senate because he was clearly preferable to his Republican opponent. But Hart's "wrong" votes include some of the trade union movement's top priorities—especially enforcement of the Occupational Safety & Health Act.

Repeatedly, he voted to exempt smaller establishments from inspection. And he supported a labor-opposed attempt to exempt hazardous sand, gravel and other surface mining operations from safety training requirements.

He has voted to reduce social security disability insurance benefits, opposed the synthetic fuel development program and supported reductions in funds for public housing and low-income rent subsidies.

In 1980, the Senate had slashed $16 billion in funding for education, health, transportation, jobs and energy development to meet a balanced-budget target. Labor supported an amendment to take $2 billion from the defense side to restore some funds for anti-recession programs. Hart voted against it.

No import relief

During the Reagan Administration, he voted against keeping trade adjustment assistance for workers whose jobs have been wiped out by imports and opposed a mortgage interest subsidy bill that would have spurred homebuilding.

Hart and Mondale served together in the Senate only in the 1975-76 Congress, but their differences began with one of the first votes Hart cast as a senator.

Mondale was leading a fight to change the Senate filibuster rules to make it harder for a minority of senators to block a vote. The issue was especially important to the civil rights coalition, which has had to battle filibusters repeatedly.

On a key procedural vote, the Senate supported Mondale by a 51-42 majority. But Hart was one of those who voted against the rules reform.

Later in that Congress, Sen. Edward M. Kennedy led an effort to increase funding for elementary and secondary education assistance to disadvantaged children.

Mondale supported Kennedy's amendment. Hart voted against it.

Another "old" idea.

AFL-CIO International Affairs Director Irving Brown at the International Labor Organization session in Geneva with A. M. Issifu of the Ghana Trade Union Congress.

ILO warned against harming its rights monitoring system

Geneva—AFL-CIO International Affairs Director Irving Brown warned the International Labor Organization against undercutting proven machinery for monitoring how member states keep their commitments.

Newly instituted studies undertaken by the ILO staff on the trade union situation in European countries could erode the established procedures for defending the right of workers to form unions free of government control, Brown told the ILO's Governing Body of worker, employer and government delegates from 56 countries.

The U.S. worker delegate stressed that the ILO should concentrate on strengthening its established machinery for holding governments accountable for their actions and to advance the right to freedom of association.

Direct contact

This machinery, he noted, brought governments before ILO-appointed independent experts and committees of the Governing Body and the annual ILO conference for cross-examination.

"We attach great importance to these direct contacts," and to the give-and-take this procedure has made possible, Brown stressed.

Citing a study on Hungary, Brown noted that the Hungarian authorities themselves described the country's trade unions as "autonomous" but not "independent" from the ruling Communist Party.

The notion that autonomy could be substituted for independence "cannot go unchallenged," Brown said. Colonial peoples never mistook the "autonomy" offered them by the ruling power for the independence for which they continued to fight, he pointed out.

The Soviet bloc's dislike of the ILO watchdog role over the application of its labor standards surfaced again with reference to a convention the United Nations is drafting on the protection of migrant workers and their families.

Soviets protest

Soviet and East German delegates accused the ILO of attempting to "impose" its monitoring procedures on the UN for assuring compliance with the projected convention.

They made the charge because the Governing Body, strongly supported by the worker members, indicated it would respond favorably to an invitation to name experts to help supervise the working of the convention as proposed in the UN.

The Soviet bloc, its delegates said, does not consider that the ILO's way of monitoring government actions is an "example to follow."

In another development, the Soviet and Arab opposition to Israel was rebuffed as the Governing Body accepted Israel's request to be made a full member of the ILO's Asian regional conferences. The vote carried 32 to 16, with eight delegates either abstaining or absent.

Jobless rate still high despite gain

The drop in the nation's unemployment rate in February to 7.8 percent from eight percent in January, is "a welcome comeback" from the deep Reagan recession, but the level of joblessness is still too high by historical standards, the AFL-CIO said.

"The rate still has a long way to go to reach the 5.8-percent unemployment levels of five years ago," Research Director Rudy Oswald said.

"Federal leadership and programs are needed to assure job opportunities for the 8.8 million workers still officially unemployed, and to attack the 16.2-percent unemployment rate among black Americans."

Oswald noted that the upturn in the economy has brought many new jobs in the service sector but, despite some relief, the manufacturing and mining sectors are still down by one million jobs.

Highs and lows

When President Reagan took office, the nation's unemployment rate was 7.5 percent and hit a low of 7.2 percent in July 1981 before climbing steadily to a recession high of 10.6 percent in November 1982. Unemployment in 1979 had averaged 5.8 percent.

While the Bureau of Labor Statistics report for February pointed to steady improvement in the jobs picture, it did not take into consideration the number of Americans too discouraged by the job market to look for work or those working part time because they cannot find full-time employment.

If the so-called "discouraged" workers and one-half those working part time for "economic reasons" were included in BLS's calculations, the February jobless rate would have been 11.6 percent, with 13.3-million people unemployed, Oswald said.

The February report on employment and joblessness showed civilian employment, at 103.9 million, increased by 700,000 over the month. The civilian labor force rose by 480,000 last month, to 112.7 million. There were 8,801,000 unemployed, down from 9,026,000 in January. All the figures, like the jobless rate itself, are adjusted for seasonal variations.

By categories, the unemployment rate fell last month for adult men by three-tenths of 1 percent to 7 percent; for adult women by two-tenths to 6.9 percent; for teenagers by one-tenth to 19.3 percent; for whites by two-tenths to 6.7 percent; for blacks by five-tenths to 16.2 percent, and for Hispanic workers by one point to 10.2 percent. Unemployment among black teenagers eased to 43.5 percent, from 47.9 percent.

The jobs gains last month were widespread, BLS said. Manufacturing employment climbed 110,000, mainly in durable goods, while construction added 40,000 and the service-producing sector of the economy added 240,000.

Steel hurting

Not all manufacturing industries have bounced back from the long recession, however. BLS Commissioner Janet L. Norwood told the congressional Joint Economic Committee that the lumber, furniture, electrical equipment, and automobile industries have made strong gains but that machinery, fabricated metals, and primary metals have shown little rebound. In steel, she said, there has been no employment recovery.

The BLS also reported that workers without jobs for more than six months declined in February to 1.8 million from 2 million in January, and the average factory workweek rose to 41 hours, the highest since 1967.

A separate Labor Dept. report on annual average unemployment, showed the jobless rate for the nation as a whole was about unchanged from 1982 to 1983, at 9.4 percent, even though unemployment at the end of 1983 was significantly lower than in December 1982.

The Coalition of Labor Union Women throughout its 10-year history has given strong support to unions fighting unfair employers. CLUW President Joyce Miller demonstrates the group's backing of the Coors beer boycott at a Los Angeles rally with AFL-CIO Field Rep. David Sickler.

Safety agency hit for denial of emergency curb on EDB

The AFL-CIO branded the Occupational Safety & Health Administration's refusal to grant an emergency standard on cancer-causing ethylene dibromide (EDB) "irresponsible and unresponsive."

The federation, along with the Food & Allied Service Trades Dept. and the Grain Millers, petitioned OSHA last month to issue an emergency standard further limiting worker exposure to EDB and for an emergency work practice standard on methyl bromide, a highly toxic pesticide being substituted for EDB.

OSHA Administrator Thorne G. Auchter, whose resignation will be effective Mar. 31, notified the federation in a two-paragraph letter that the job safety agency "will not be able to make a decision on your request until the hearing record has been examined. In addition, OSHA has not yet been able to examine any existing data with respect to methyl bromide."

Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said the agency's response pertained to the hearing record involving the regular rulemaking process and did not address the current need for an emergency standard that had been requested by labor.

EDB was banned by the Environmental Protection Agency last fall for use as a soil fumigant and on Feb. 3, it was banned as a fumigant for use on stored grain and on grain milling machinery. Guidelines were set limiting residues of EDB in food products, except citrus.

The agency has since restricted the use of EDB on citrus, phasing out its use by Sept. 1 on domestic and imported fruit. The pesticide's use will be permitted after that date on exported fruit, primarily to the Japanese market, provided "U.S. workers treating the fruit are adequately protected," the EPA said.

The EDB level on domestic fruit until Sept. 1 will be 250 parts per billion (250 ppb) for the entire fruit, which should calculate out to about 30 ppb for the edible part of the fruit, the same level set by EPA for ready-to-eat, grain-based foods. The new EDB restrictions go into effect following a 30-day comment period.

Among the protections to be required for workers treating, aerating and shipping the fruit will be a provision for using federally approved respirators.

EPA's protection rule for workers exposed to EDB hasn't been matched by OSHA, Seminario noted. The current OSHA standard limits exposure to 20,000 ppb, far above the limits set on food residues.

She said OSHA's inaction will permit the continued high exposure of thousands of workers to EDB—primarily those who manufacture it and truck drivers and longshoremen who ship the contaminated fruits and grains.

Lower exposure limit

The federation's petition to OSHA specified that exposure levels for workers should be limited to 45 ppb—less than half the level recently proposed by the agency in its regular rulemaking procedure.

Although most uses of EDB will end by Sept. 1, Seminario noted, many farm workers and grain millers will be exposed to methyl bromide, another highly toxic compound which can cause chronic damage to the central nervous system and to the kidneys.

OSHA expects to conclude its final rulemaking on EDB by next fall, the agency said.

CLUW anniversary

Union women mark 10 years of progress

By Susan Dunlop

When the first gavel opens the convention of the Coalition of Labor Union Women on Mar. 22, delegates will be cheering the 10th anniversary of CLUW's founding and applauding its decade of demonstrable success in doing exactly what it was formed to do—speak both inside and outside the labor movement for the concerns of women union members.

More than 1,000 delegates representing nearly every AFL-CIO affiliate, as well as a number of unaffiliated unions, are registered for the four-day meeting in Chicago.

CLUW President Joyce Miller stressed that while the delegates will be reviewing forward strides made by women in their unions and in the workplace, much of the work of the convention will be on programs to speed progress on top priority issues. Among these, she cited organizing, pay equity, affirmative action, political action, increased participation by women in their unions, jobs, ratification of the Equal Rights Amendment, child care and an array of other legislative goals.

Miller noted that one measure of CLUW's success in urging women to play leadership roles in their unions is the number of delegates to the CLUW convention who are elected officials of their unions or key union staff members.

An AFL-CIO vice president and a vice president of the Clothing & Textile Workers, Miller was elected to her first term as CLUW president at the organization's 1977 convention.

Rank-and-file members

She stressed, however, that as was the case at the founding CLUW meeting, many delegates will be rank-and-file members committed to working through their unions to win economic and social gains for women.

The first CLUW meeting was held in Chicago, Mar. 22-24, 1974, in response to a call by a national planning committee of women union officers and staff members for the formation of an organization within the trade union movement to speak on issues important to women.

Olga Madar, then a vice president of the Auto Workers, was CLUW's first president.

Participants in the founding meeting adopted four goals that still serve as the basic directives for CLUW's activities:

- To organize the nation's millions of unorganized women workers.
- To encourage women to run for political office and to press for legislative goals including child care legislation, full employment and job opportunities.
- To encourage union women to take an active role in their unions and to encourage their movement into leadership positions.
- To achieve affirmative action in the workplace and to combat job discrimination in all aspects of work.

By the time CLUW held its first constitutional convention in December 1975, the organization had about 5,100 members in 47 local chapters nationwide. Today, with more than 70 chapters, membership has more than tripled.

The 1975 convention reaffirmed the coalition's primary objective of advancing women's goals within the structure of the trade union movement as it overwhelmingly rejected a move to open CLUW membership to non-union women.

Formed coalitions

But the convention stressed CLUW's interest in cooperating with other women's organizations on such critical issues as ERA, voter registration and pay equity.

As it has grown, national CLUW and its local chapters have organized a wide variety of conferences, workshops, schools and training seminars for women union members. CLUW represents union women in national, state and local lobbying for legislation of particular importance to women as well as for measures that concern working people as a whole, including labor law reform, national health insurance, an adequate minimum wage, and safety and health protections.

Nationally and on the local chapter level, CLUW has sponsored education and training programs to teach skills in collective bargaining so as to help women union members put an end to discriminatory employer practices and win contract gains such as pay equity, improved workplace safety, pregnancy benefits and child care.

CLUW programs—many undertaken in cooperation with the AFL-CIO and its constitutional departments—have also concentrated on preparing women members to take a more active role in their unions, including running for top offices.

With organizing a priority issue, CLUW has mounted a series of national conferences on the critical need for unions to organize women workers, coupled with workshops on organizing skills and techniques.

Backing boycotts

National CLUW and its local chapters, at the invitation of unions, have also participated directly in local coaliitons aimed at organizing women workers and in publicizing the personnel policies of employers who intentionally discriminate against women. CLUW has been a strong ally of a number of AFL-CIO affiliates in boycotts of unfair employers.

A major campaign, with other union groups, spotlighted employment discrimination and job health hazards at the Hanes hosiery operations.

Among the issues that will top the agenda at CLUW's 1984 convention are the Reagan Administration's unfairness to women, its backsliding on civil rights, its hostility to affirmative action and its record of disastrous budget cuts that have hurt women and children more than any other groups in American society.

Democratic presidential race now a marathon

No one is going to run off with the Democratic Party's presidential nomination early in the primary season.

That was the consensus interpretation of the so-called "Super Tuesday" round of primaries and caucuses—and the predictions of the candidates themselves.

Gary Hart, the Colorado senator who has won most of the primaries held thus far, was slowed by Walter Mondale's rebound.

The former Vice President still holds the lead in convention delegates already selected. But he told his supporters that the contest for the nomination has changed "from a sprint to a marathon." He doesn't expect it to be decided before the final round of primaries in June.

Two more candidates dropped out after failing to win a primary—Ohio Sen. John Glenn and George McGovern, the Democratic presidential nominee in 1972 race.

Mondale looked for a strong showing in Michigan's Mar. 17 caucuses to help in a closely contested Mar. 20 primary in Illinois. His home state of Minnesota will be holding caucus elections the same day.

In the big Mar. 13 round of primaries, with victories in Massachusetts and Rhode Hart continued his sweep in New England Island. He led the field in Florida and did better than expected in Washington state caucuses.

Mondale was the clear winner in Georgia, but his most decisive primary victory came in Alabama—a state that is still feeling the sting of the Reagan recession. Hart, Glenn and Jesse Jackson were in a cluster battling for runner-up.

In all five primary states, according to television exit polls, there was a late surge to Mondale. The polling consultant for NBC News found "an enormous fall-off in Hart support" and the ABC network's pollster said people making up their minds at the last minute were going for Mondale.

In Alabama and Georgia, Mondale and Jackson closely split the black vote, with the other candidates shut out.

Caucus results

Caucus state tallies were still incomplete as the AFL-CIO News went to press, but Hart held the lead in Washington and Nevada. Oklahoma was a virtual standoff and Mondale was a big winner in Delaware's Mar. 14 caucus. Most of Hawaii's delegates will go to the convention uncommitted, the rest for Mondale.

McGovern came in a respectable third in Massachusetts. But he had said he would drop out of the presidential contest if he didn't finish first or a strong second, and he did so.

Glenn's hopes for a southern comeback were dashed, and his campaign was heavily in debt when he scheduled a new conference at which, according to campaign aides, he would announce his withdrawal from the contest.

Jackson just barely met the share of the vote test for matching federal campaign funds. But he continued an active campaign in the Deep South and Illinois, positioning himself as a possible balance of power at the Democratic convention.

In tactics, Mondale's sharpened criticism of Hart's record and challenge to his "new ideas" rhetoric contributed to a closer examination by voters of what one pollster termed Hart's "blurred image."

Meanwhile, both leading candidates shunned the title of "front-runner," increasingly regarded as a political jinx in the primary process.

Study shows union growth in professions

Union membership among professional and technical employees is increasing as more and more Americans are finding their way into the nation's white-collar workforce, a new study by the AFL-CIO Dept. for Professional Employees reports.

Since the mid-Fifties, when white-collar workers first began to outnumber their blue-collar counterparts, the former group has been the fastest growing occupational category in the nation's labor force, the study shows. And professional and technical workers have been the fastest growing sector of the white-collar workforce.

By 1982, the study found, 92 percent of all professional and technical workers were hired employees, most of them with large organizations. The rest were self-employed. They represent 17 percent of the total U.S. workforce; 40 percent of them work in the private sector.

The DPE study was compiled by Dr. Steven Brint, a sociologist with the Center for Applied Social Science Research at New York University, and Martin H. Dodd, former researcher for DPE. It points out that the professional and technical group includes such professions as accountants, architects, engineers, teachers, social and health care workers, artists, entertainers, doctors, and lawyers.

One in six

Estimates from the 1980 U.S. census indicate that nearly one in six workers is now employed in the professional and technical categories; 20 years ago, the figure was just over one in 10.

"Given these trends, it is likely that a substantial portion of growth in the labor movement will continue to come from these highly trained professional employees," the study suggests.

Titled "Professional Workers and Unionization: A Data Handbook," the study updates a similar 1979 survey and examines such occupations as teaching and the performing arts where union members predominate as well as the sciences and engineering, where unions are growing. It also includes chapters on the telecommunications industry and the attitudes of professionals toward organized labor. Another chapter is devoted to women in the professional labor force.

Although some professional and technical workers enjoy certain advantages over other types of workers, including better compensation and freedom to decide how best to do their work, they share certain conditions with less advantaged workers, the report notes, including the basic condition of employee status.

The shift to salaried employment and detriorating market conditions have led to an increase in collective bargaining and unionization among white-collar workers in general and professional workers in particular, the study says. From 1970 to 1980, the percentage of white-collar workers in labor unions nearly doubled.

These jobless Steelworkers in Houston have a message for Congress about the need for fair trade legislation.

Steelworkers, industry open campaign to stem invasion of subsidized imports

By Arlee C. Green

The U.S. steel industry and its workers, besieged by a growing invasion of subsidized imports, kicked off a nationwide campaign for passage of the Fair Trade in Steel Act to limit steel imports to 15 percent of the U.S. market.

The Steelworkers and the American Iron & Steel Institute, an industry trade group, at a news conference in Houston underscored the severe impact imports have had. Employment in the industry has dropped 40 percent in the past five years while the penetration of imported steel has grown from about 10 percent of the U.S. market in the 1960s to 22 percent in 1983.

The union and industry campaign effort includes a "rolling steel petition" which will gather signatures in some 40 cities in 17 states on a two-month journey to the U.S. Capitol.

The "petition" consists of the last heavy structural steel beam manufactured in Texas and a 38-foot-long section of 16-inch steel oil pipe, mounted in a trailer truck.

Last one made

The half-ton beam was the last one manufactured at the Houston Works of Armco, Inc., which closed last Jan. 27, 1984, primarily because of import competition. The section of pipe was produced by Lone Star Steel Corp., which represents another market segment that has been devastated by unfair foreign competition.

After being signed by the news conference participants, the petition stopped at the nearby meeting hall of USWA District 37, Local 2708, where former Armco workers signed their names.

At its peak, Armco employed some 4,200 workers and added $160 million annually to the Houston economy. Those jobs are permanently lost and another 2,100 Texas steelworkers are also unemployed, including 300 on layoff at U.S. Steel's Texas works in Baytown and 1,200 on layoff from Lone Star's facility in Longview.

At the news conference, USWA District Director Ed Ball observed that the unemployment figures in the industry "are cold and lifeless, but they translate into tragedy for thousands of our fellow workers, neighbors and good citizens. People who were once stable members of the community, paying taxes, owning homes and participating in its life, have now been thrown into the limbo of the jobless."

Ball noted that foreign steel has had its greatest impact in the Gulf Coast area where it has captured about 60 percent of the market.

"We must demonstrate forcefully to the Congress that imported steel—most of which is subsidizd by foreign governments and dumped in the United States below the cost of production—is the main cause of the lingering depression in our industry," Ball said. "Now we must bring this message to the heartland and to Washington."

USWA Acting President Lynn R. Williams did just that as he addressed the executive committee of the Congressional Steel Caucus. Williams stressed that "steel is so basic to the national security and the industrial strength of this country that action must be taken now to modernize and preserve the industry. The severe damage caused by dumped and subsidized imports is undermining its very foundation."

He noted that unemployment in the industry reached 45 percent during the recent recession and still remains around 29 percent with almost 100,000 steelworkers on layoff.

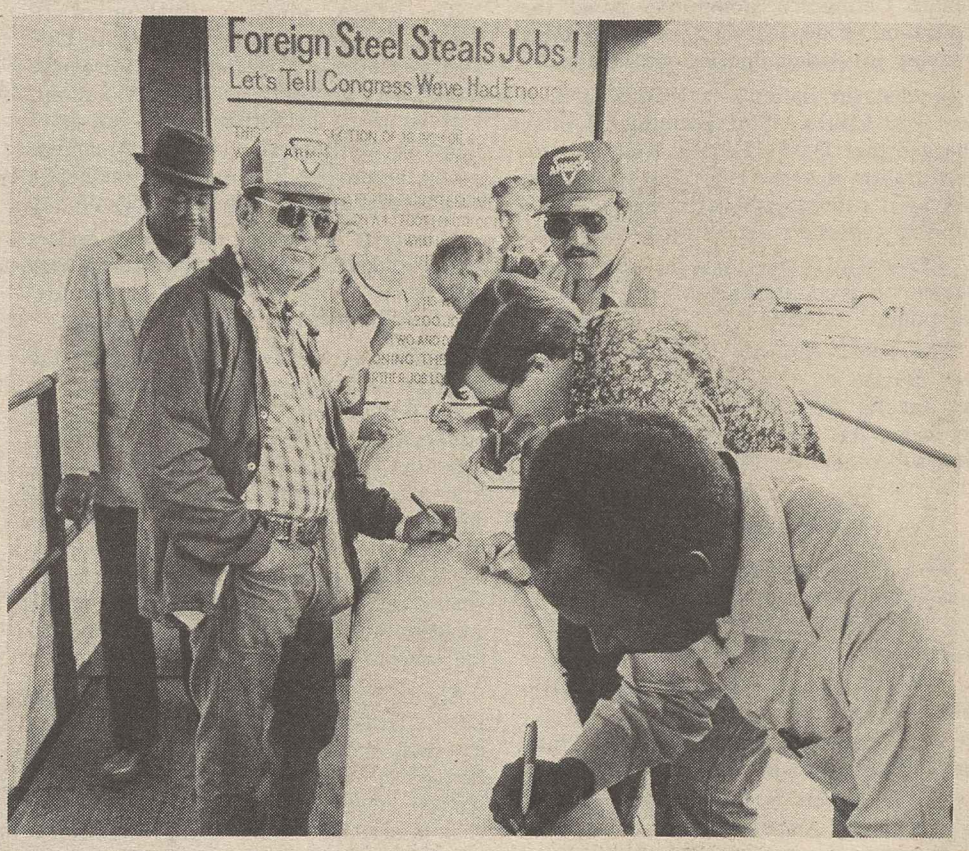
Williams appeared before the caucus with Bethlehem Steel Corp. Chairman Donald Trautlein to explain the industry's plight and their recent joint petition to the U.S. International Trade Commission for temporary import relief under Section 201 of the 1974 Trade Act.

Worker sacrifices

Williams said Steelworkers are making "a massive investment in their own companies, as evidenced by the 10.5 percent pay cut negotiated by the USWA and the industry last March. This is by far the largest self-help program ever undertaken by any group of American workers." He pointed out the worker sacrifices total $3 billion—enough to have put the steel companies in the black in 1983, yet most are still operating at losses because of the flood of imports at subsidized prices.

"We are doing our part," he said as he called on the government to "act promptly so that our sacrifices will not be in vain."

The Fair Trade in Steel Act would limit imports to 15 percent of the U.S. market for five years and would promote modernization of American steel mills. U.S. steel production has declined by 25 million tons since its peak of 160 million tons reached in 1977.



USWA members who lost their jobs when Armco shut down sign petition.

ITC finding of steel dumping hailed

A union-industry coalition welcomed the International Trade Commission's preliminary finding that American steel firms and their workers are being injured by the import of stainless steel sheet and strip products from Spain.

Steelworkers Acting President Lynn R. Williams, in a joint statement with Richard P. Simmons, president of Alleghany Ludlum Steel Corp., stressed that the ITC's finding provides "additional evidence that the President's specialty steel import relief program simply is not working . . . for stainless steel sheet and strip products, which represent 75 percent of the specialty industry by volume."

The coalition of the Steelworkers and nine specialty steel companies had earlier released 1983 import figures which showed imports were rising despite President Reagan's import relief action last July.

Reagan raised tariffs by 10 percent on stainless flat-rolled products and placed quantitative restrictions on tool steel and stainless steel bar and rod.

"It is obvious that Spain is springing an end run around the Administration's program and the import numbers make it equally clear that other countries are similarly undermining the program," Williams and Simmons said. The foreign producers are overcoming the higher tariffs by either absorbing them or by receiving additional government subsidies.

The coalition charged in its Jan. 13 antidumping petition to the ITC that the Spanish firm Acerinox's "predatory pricing activities have materially injured the domestic industry and its workers." Acerinox is owned jointly by Banco Espanol de Credito and an affiliate and by the Japanese Nissho Iwai and its subsidiary, Nisshin Steel.

Imports of stainless steel sheet and strip totaled 40,593 tons in the six months prior to the tariff increase and 43,551 for the second half of 1983, the coalition reported. Imports of the stainless flat-rolled products from Spain rose 73 percent in 1983 over a year earlier.

Burger action maintains ban on homework

Industrial homework exemptions overturned by an appeals court last fall remain reversed as a result of Chief Justice Warren Burger's refusal to agree to a stay of that ruling.

Burger's action, taken without comment Mar. 12, rejected a request by a Vermont group of home knitters to set aside the ruling of the U.S. Court of Appeals for the District of Columbia until the Supreme Court considers their formal appeal for review.

In November, the appeals court ruled that the 1981 attempt by Labor Sec. Raymond Donovan to lift a 40-year ban on industrial homework in the knitted outerwear industry was "arbitrary and capricious." Donovan's action had been challenged by both the AFL-CIO and employers in the industry.

Remanding the matter to the Labor Dept. for further proceedings, the court ordered that the ban be reinstated and kept in effect unless properly modified through "reasoned decisionmaking."

The circuit court on Feb. 1 denied a petition for a rehearing from the Center on National Labor Policy, the anti-union group that has been representing the home knitters. It then filed an emergency request for a stay with the Supreme Court, which Burger denied. The action, however, does not preclude the possibility that the high court will eventually accept the case for review.

Meanwhile, Sen. Orrin Hatch (R-Utah) is seeking to overturn the homework ban legislatively through a bill that would exempt seven industries: knitted outerwear, women's garments, embroidery, handkerchief manufacturing, jewelry making, button and buckle manufacturing, and gloves and mittens.

At Senate hearings last month, AFL-CIO Vice President Sol C. Chaikin denounced the moves to legalize industrial homework as incompatible with enforcement of wage-hour and child labor laws. Chaikin is president of the Ladies' Garment Workers.

Hero of the year

Letter Carrier Ronald Izzo of Tucson, Ariz., right, was selected the NALC 1983 Hero of the Year for saving a woman from being shot to death during a family dispute. Izzo receives a certificate and a cash award from NALC National Business Agent Paul Davis. NALC Regional Heroes of the Year awards were given to Benny Marino of New York, Thomas Keane and David Wilson of Cincinnati, and Carl Carlentini of Santa Clara, Calif.

Scholarship loan system set for Sheet Metal apprentices

The Sheet Metal Workers negotiated a scholarship loan agreement with the industry that will enable the union to recoup training costs, and protect its training investment in cases where a trainee jumps the union sector after graduation to work for a non-union operator.

The final agreement was reached at a meeting of trustees of the National Training Fund for the Sheet Metal Industry.

The fund's cochairmen, SMWIA President Edward J. Carlough and Pittsburgh contractor James E. Roth, said that "in these times of unemployment and industry recession it's become necessary to secure a commitment, with the appropriate dollar value attached, from our apprentices and journeymen enrolled in these courses of study."

The National Training Fund was set up in the early 1970s to provide trained workers for the sheet metal industry. Employers contribute 5 cents an hour worked by SMWIA members under collective bargaining contracts with the union.

The NTF and its local training committees spend significant sums of money to train apprentices and journeymen in specialized sheet metal working skills. Training costs average about $10,000 per trainee for a four-year program.

The apprentice training program, in effect since May 1980, had "worked reasonably well" in stopping new journeymen trained under union programs from being hired away by non-union employers, Carlough said. But the Reagan recession and high industry joblessness have made it necessary to abandon a program in which training has been cost-free to apprentices, particularly because of trainees who have gone to work for open shop employers after receiving the union-funded training, he said.

Under the agreement, new apprentices will be granted a scholarship loan in the amount of the cost of each year's training.

If an apprentice breaches the loan agreement after becoming a journeyman by going to work for a non-union firm or by becoming a noncontributing contractor himself, the full amount of the loan would become payable immediately with interest.

Rail unions seek right to sue over lax safety enforcement

Railroad unions have asked Congress for legislation to allow their members to sue the Transportation Dept. for failure to enforce rail safety laws.

Chairman James R. Snyder of the Railway Labor Executives' Association representing all railroad craft workers told a Senate Commerce Committee panel the legislation is needed to halt an alarming increase in worker injuries and deaths.

Snyder, the national legislative director of the United Transportation Union, charged that DOT's Federal Railroad Administration is lax in enforcing safety laws and as a consequence, 10 percent of the industry's workers are injured each year.

"Obviously, there must be some semblance of accountability of the FRA to the public," he said.

The FRA's primary function when it was created by Congress was to enforce the federal railroad safety laws, Snyder reminded the Senate Surface Transportation subcommittee. But statistics bear out charges that the agency is not living up to its job, he said.

Approximately 300,000 safety defects were found by federal inspectors in 1982, he noted. However, in only about 15,000 cases did FRA seek to impose a fine, he said.

The RLEA, which is made up of 19 unions, filed a lawsuit last summer in U.S. District Court in Portland, Ore., to require the FRA to impose fines for the violations, but the court held that it did not have standing to bring the lawsuit. A similar ruling on another RLEA action was issued by a federal court in San Diego on Jan. 30.

"Congress is wasting millions of dollars for maintaining that agency if the laws are not going to be enforced," Snyder declared. "We have no other place to go."

Snyder said safety statistics kept by the nation's railroads are unreliable and do not reflect a sharp, 30 percent cut in rail employment during the last few years. Fatalities to railroad employees have continued to rise even with the decline of employment, he charged. He noted also that the monetary threshold for reporting an accident is $4,500 and the railroads "have carte blanche" in deciding which accidents to report, factors that compound the inaccuracy of the safety reports.

Snyder asked the panel not to reduce DOT's authorization for fiscal 1984, since it would allow for the hiring of 30 additional FRA inspectors. He also called for specific amendments to rail safety laws to require adequate maintenance and testing of grade crossing equipment and other tests and inspections.

Conventions

Five AFL-CIO affiliates announced their convention schedules for 1984 to add to the list of other union conventions published earlier this year. They are:

The Service Employees, Dearborn, Mich., May 14-18.

The Communications Workers, Philadelphia, Aug. 6-10.

The Plasterers & Cement Masons, Las Vegas, Nev., Aug. 13-17.

The Tile, Marble & Terrazzo Finishers, Las Vegas, Nev., Aug. 19-24.

Braniff flights resume with union crews

Braniff Airways resumed operations, after being shut down for 22 months, under new union wage and benefit agreements worked out to ease the airline's financial plight.

Five unions, including three AFL-CIO affiliates, agreed to concessions that the carrier said it needed to stay in the air. The unionized workforce of about 1,900 was recalled when the airline started up on Mar. 1.

All employees are working under five-year agreements with the Hyatt Corp., the carrier's new principal owner. The unions are the Machinists, representing 343 workers; Flight Attendants, about 450; Air Line Pilots, 378, and the unaffiliated Teamsters, representing 670 clerical, office, fleet, and passenger service employees, and the Air Transport Dispatchers Association, 15.

Braniff had filed for bankruptcy and ceased operations in May 1982. It resumed operation with a workforce of 2,250, down from 9,000, when it filed Chapter 11 proceedings.

One possible hitch in the resumption of operations could be a suit filed by the Machinists over the agreement covering mechanics. IAM charged that Braniff unlawfully abrogated its previous agreement with the union last December by declaring bankruptcy under Chapter 11 proceedings. It was the only one of the five unions to have its contract unilaterally voided.

Negotiations pressed

IAM Airline Coordinator William Scheri said the IAM has attempted to negotiate a new agreement, but that a court date is set for Apr. 30 if settlement attempts fail.

Under the new ALPA agreement, pilots will start at an hourly rate of $43.01, rising to $56.84 by the fifth year. The carrier said it will guarantee 65 hours a month, and that flying time will average 75 to 80 hours. At 75 hours, starting annual pay would be $38,000.

The disputed IAM contract covering mechanics at the carrier's fixed base operation provides for hourly pay starting at $9.50, rising to $11 over the life of the contract. Scheri said the industry average is about $16.80.

Hourly pay for new flight attendants will start at $17.70 in the first year, rising to $18.79 by the end of the pact. The old starting rate was $13.43, but most of those rehired had been at the top step earning $26.30 after 13 years.

Reductions in employee benefits include a three-week limit on vacations, a $100 limit on employer contribution toward employee health insurance and no pension plan. Work rules are basically the same as before bankruptcy declaration, the union reported.

Court finds Phelps Dodge chiseled on medical exams

San Francisco — The Phelps Dodge Corp. violated the federal health standard on inorganic arsenic by failing to compensate its employees for their time and costs associated with taking medical examinations during non-working hours, the U.S. 9th Circuit Court of Appeals ruled.

The decision upholds the Occupational Safety & Health Review Commission's determination that the violation was "serious" and the penalty assessed of just $100. The Steelworkers filed a complaint against the company in late 1979.

Phelps Dodge initially scheduled medical examinations for employees at its Morenci, Ariz., copper mines during working hours and at company expense. But in 1978, the company scheduled examinations outside of working hours, and workers had to provide their own transportation and were not compensated for their time. As a result, participation in the medical tests dropped from 100 percent to just 58 percent.

The Occupational Safety & Health Administration determined in May 1980 that the new company policy was a serious violation and assessed a penalty of $480. On a company appeal, an administrative law judge reduced the violation to "non-serious."

OSHRC ruled the examinations were not being provided without cost to the workers and upgraded the violation to "serious."

The court affirmed the finding of a serious violation noting "substantial evidence supported the commission's determination that death or serious illness could ensue as a result of Phelps Dodge's failure to provide physical examinations 'without cost' " as the health standard requires.

Some 2,000 members of the USWA and a dozen other unions have been on strike against Phelps Dodge since July 1, 1983, when the company refused to go along with the industry wage and benefit pattern.

EDITORIALS

Meese's Special Interest

THE SENATE Judiciary Committee managed to turn up quite a dunghill in its inquiry into the fitness of White House Counselor Edwin Meese 3rd to be confirmed as Attorney General of the United States.

Lots of people, it turns out, were willing to do financial favors for Mr. Meese—from absorbing a $70,000 loss on the resale of his California home to making an interest-free $15,000 loan to Mrs. Meese so that she could afford to buy some stock for their children.

The loan, which Mr. Meese "forgot" to list on his financial disclosure form, was interest-free. As the lender explained, one doesn't charge interest to a friend.

By coincidence surely, all of these generous people were given presidential appointments to responsible positions. Friendship, it seems, is its own reward.

It will be up to the Senate to judge whether the special favors apparently exchanged are sufficiently serious to render Mr. Meese unfit to be the nation's highest legal officer. Or whether his professed innocence in the purloined Carter debate papers episode is to be believed.

But under even the sternest verdict, the favoritism that might have been bought or sold is petty cash compared with the favoritism the Reagan Administration has extended to the rich and powerful in its economic policies as well as appointments.

THE INTEREST forgiven on a $15,000 loan to a White House friend would be mere pennies compared with the probable tax windfall from just a single year of the Reagan Administration's tax cut.

On economic policies, the favoritism is measured in billions rather than thousands of dollars.

Those billions did not come from the petty cash of a rich friend. They came in part from programs such as food stamps and child health care. And they came in large part by running up an unmanageable deficit that will inevitably require some painful sacrifices to bring under control.

The President promises, if he is re-elected, to come up with a post-election belt-tightening plan to reduce the deficit. Judged by this Administration's track record, it's not hard to figure out whose belt will be tightened.

In the days ahead, the Senate will be called on to pass judgment on Reagan's appointment of Edwin Meese as the nation's Attorney General.

The integrity of a presidential appointee is the issue.

Next November, the American people will be called on to pass judgment on the re-election of Ronald Reagan as President of the United States and the continuation of his Administration.

The issue here is policies, not personal integrity. In that decision, it is the future course of the nation that will be at stake.

Chapter 11 'Burdens'

THE CASE for amending the Bankruptcy Code in light of the Supreme Court's decision on the validity of union contracts is compelling.

The Supreme Court held that existing law allows a company to break its union contract merely by declaring its intent to seek reorganization under Chapter 11 of the Bankruptcy Code.

Later, when a bankruptcy court reviews the action, the only test will be whether payment of union wages and benefits "burdens" a company.

If that is indeed the law, the law should be changed.

Continental Airlines, unfortunately, is not the only company that considers unions as well as union wages a burden.

Washington Window

Plant shutdowns leave trail of misery, hardship

By Press Associates, Inc.

The Otis elevator, invented before the Civil War in Yonkers, N.Y., gave employment to generation after generation of Yonkers residents.

In the late 1960s, there was talk about Otis moving to New Jersey to build a larger, more modern plant. But the city and people of Yonkers prevented that move—at considerable expense.

To provide the elevator manufacturer with more space, some 250 families and 70 businesses were relocated. More than $14 million in city, state and federal money was spent so Otis could build its new plant next to the old one.

The company, in turn, promised to build up its Yonkers workforce from 1,400 to 2,000.

In 1976, Otis Elevator, new plant and all, was bought by the United Technologies Corp., a giant conglomerate. Gradually, workers began to be laid off as work was shifted elsewhere.

Nevertheless, worried city, state and union officials were assured repeatedly by the new owner that the plant would remain open.

Searching for solution

Then, like a thunderbolt, came the company's announcement in November 1982 that it would phase out the plant within months. A stunned community searched for a solution. City officials sought to meet with United Technologies President Harry Gray. But Gray refused even to discuss the closing over the phone.

Today, the plant stands idle. About 70 percent of its laid-off workers, members of the Electrical Workers and the Auto Workers, haven't been able to find jobs. Their unemployment benefits have run out. Nearly all of those who managed to find other jobs are getting less pay, with their old skills unused.

Yonkers Mayor Angelo R. Martinelli said he "went to a wake a few months ago for a friend named Eddie. He was laid out, and his wife came up to me and said, 'Mayor, Eddie died depressed and despondent. He had offered to retire from Otis, but they told him to stay. They said there'd be no more layoffs. Then, a few weeks later, they struck by surprise and laid him off. It killed him.' "

Mayor Martinelli, who calls himself a pro-business Republican, came to Washington recently to support a bill sponsored by House Democrats to provide federal remedies in plant shutdowns.

Rape of a community

"Something is radically wrong," Martinelli told the House Employment Opportunities subcommittee. "It was a rape of our community. The company accepted our money and then broke its promise to stay in our community."

Urging passage of the plant shutdown bill, Martinelli said, "Municipalities need a cooperative mechanism in order to help delay or avert the closing of industries."

The bill would require a year's notice of a plant closing. The Labor Dept. would look into the economics of the closing and conduct hearings.

Workers victimized by a shutdown would be guaranteed severance, transfer rights, and income and health insurance maintenance. The Labor Dept. would assist in retraining, job search and relocation. Communities also would be aided.

Also testifying for the bill was the Rev. Thomas J. Harvey, director of Catholic Charities. Harvey said that in his 20 years of pastoral experience in Pittsburgh, he saw what studies have shown—the "undeniable link between prolonged unemployment and the most extreme indicators of stress—death, imprisonment and institutionalization."

The priest pointed out that a landmark study by M. Harvey Brenner of Johns Hopkins University had found that suicide rates among plant closing victims—and their families—were 30 times higher than in the rest of the population.

Corporate profit at any cost and the unfettered freedom of corporations to do as they please, said Harvey, should take second place to "the overall profit of the community and the welfare of the people in that community." Toward this end, legislation to stem plant shutdowns is a beginning.

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LEGISLATIVE ALERT!

Your Help Needed To Overturn Bankruptcy Law Threat to Wages, Benefits

The AFL-CIO and its affiliated unions are working together--on a short deadline--to generate a multi-faceted campaign urging Congress to overrule the Supreme Court's Bildisco decision and restore security to union contracts. Labor officials are using every possible means to inform rank-and-file union members of the threat posed to their wages, benefits and job security, while urging them to use the telephone, Western Union, the mail or any other means to relay the message back to Congress.

AFL-CIO President Kirkland and union presidents have sent letters to thousands of union members in key Congressional districts outlining the problem. Also enclosed in the mailings are postcards to be signed and sent back to Capitol Hill (below is a copy of this postcard which you can clip and mail or use as a sample).

The Bildisco Decision: Why It's a Threat

Briefly, in NLRB vs. Bildisco the U.S. Supreme Court said that a company can unilaterally break its union contracts upon filing for Chapter 11 reorganization under the 1978 bankruptcy law. The company is allowed to stay in business with the same management in control; nothing changes at the top. But with union contracts broken, wage scales, benefits, work rules, seniority and all other worker protections are eliminated.

A key point is that the Bildisco decision could threaten your union contract even if your employer does not seem to be in poor financial shape. The decision will encourage more contract-breaking reorganizations by employers. And the more you and your union have won in contract negotiations, the more interested management may be in ways to break the contract.

Labor-backed legislation to overrule Bildisco and restore stability to union contracts is quickly accumulating cosponsors in the House, but passage will not be easy. And corporate members of the National Association of Manufacturers recently heard an urgent appeal to begin a larger, more coordinated lobbying drive against the AFL-CIO-backed reform legislation.

WHAT YOU CAN DO: Legislation to prevent misuse of bankruptcy reorganization to break union contracts will reach a vote in the House on March 21-22. Call your Representative's district office or Washington office, and urge him or her to vote for the bankruptcy bill sponsored by Rep. Peter Rodino (D-NJ) and to oppose any amendments on the House floor.

IS YOUR UNION CONTRACT SAFE FROM BANKRUPTCY?

Corporate Bankruptcy- The New Threat to Your Wages, Health Care, Pension and Seniority

Ever since the nation's bankruptcy laws were changed in 1978, unscrupulous companies have experimented with ways to escape from contracts negotiated with their employees.

Last year Continental Airlines declared bankruptcy, tore up its union contract and threw two-thirds of them out into the streets. Continental then went right back into business without a contract, even though it had money in the bank.

Now, the Supreme Court has ruled that such acts are permissible under the present bankruptcy laws. Millions of jobs are at stake. Threatened, too, are millions of American families who depend on union contracts to protect their standard of living and to provide for their future.

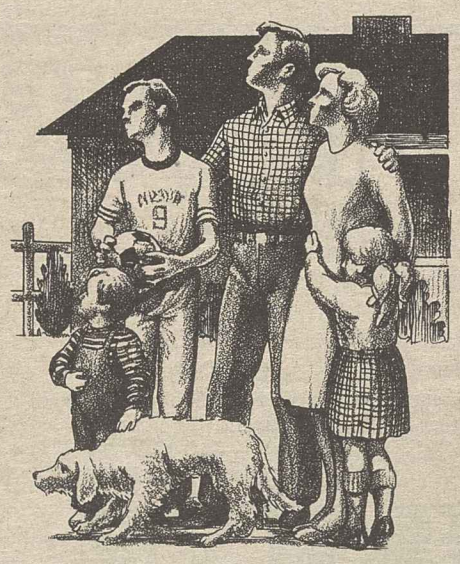
The Bildisco Case— The Supreme Court Takes a U-Turn

In 1980, the New Jersey building supply firm of Bildisco & Bildisco began withholding health and pension benefits and wage increases it had negotiated with its employees' union. Later it filed for bankruptcy under Chapter 11, and rejected the entire labor contract.

In the past, the courts have held that a labor contract can only be rejected if it is obvious that the company cannot survive any other way. The National Labor Relations Board, in keeping with this tradition, found the Bildisco Company guilty of unfair practices for breaking its contract. However, the NLRB decision was unexpectedly overturned by the Third U.S. Supreme Court of Appeals.

When the Bildisco case was heard recently by the U.S. Supreme Court, it chose to ignore a more favorable finding in the Second U.S. Court of Appeals, and sided with the company. The verdict: A company no longer needs to prove that breaking its union contract is a last resort before bankruptcy; it only needs to show that paying union wages and benefits is a "burden." (When is any cost not a burden?) This single ruling could now jeopardize union contracts all over the country.

Furthermore, the court now says a company no longer needs to wait for completion of bankruptcy proceedings, but can break its contract as soon as it files under Chapter 11. For the many companies that have been waiting for just such an opportunity, the Supreme Court decision is an engraved invitation for union busting.



It's Up To Congress To Protect Our Contract Rights

The Supreme Court's Bildisco decision now places every union contract under a cloud that only Congress can remove. Legislation is needed to restore stability to labor-management relations and to deter unscrupulous companies from evading their obligations.

For nearly 50 years the law of America has been that a union and company labor contract cannot be reopened or set aside by either party nor can economic force be used to seek more favorable terms.

Rep. Peter Rodino, Chairman of the House Judiciary Committee, has introduced legislation in the House of Representatives which would clarify the rights under collective bargaining agreements when bankruptcy is sought by a company. The bill would require a company to seek permission of a bankruptcy court to reject a collective bargaining agreement. It would require proper hearings and encourage negotiations with the workers through their union. The Rodino bill would also make contract breaking the last resort—to be used only when all other efforts to save the company have failed.

Such language must be written into law if workers are to protect contract rights and hard-won benefits.

TIME IS SHORT. HERE IS WHAT YOU MUST DO TO STOP THE THREAT TO YOUR WAGES, HEALTH CARE, PENSION AND SENIORITY:

1. A bill which overturns the Supreme Court's recent decision allowing companies to tear up union contracts will come to the floor of the House on March 21-22. There are other provisions in the bill that deal with bankruptcy judges, consumer credit and grain elevators.

2. You are urged to telephone your Representative immediately or send a telegram. (Telephone number 202/224-3121 will connect you with any Congressional office you ask for.) Send a telegram c/o House of Representatives, Washington, DC 20515.

3. Urge your Representative to safeguard collective bargaining by voting for the Rodino bankruptcy bill and voting against any amendments on the House floor.

Dear Representative:

MY JOB, HEALTH CARE, PENSION AND SENIORITY ARE THREATENED.

I urge you to cosponsor H.R. 4908, Rep. Peter Rodino's bill to prevent corporations from using bankruptcy to break labor agreements.

I also urge you to safeguard collective bargaining by voting for the Rodino bankruptcy bill and voting against any amendments on the floor of the House.

Name _____ **Street** _____
City _____ **State** _____ **Zip** _____
International Union _____ **Local No.** _____

Mondale makes fairness a key campaign issue

Walter F. Mondale shares the labor movement's outrage at the unfairness that has marked the Reagan Administration since its first days in office—its heavy tilt to the rich and powerful, its callousness to those who have the least.

America should not be "a jungle where only the fittest or the richest prosper," Mondale told the AFL-CIO convention last October.

Under President Reagan, millions of Americans have dropped below the poverty line—or have been pushed below. Job and training programs have been slashed 28 percent, unemployment insurance has been cut back, food stamp help reduced, children denied school lunches and social services slashed.

Mondale's approach to these issues—verified by his performance in public office—helped win him the near-unanimous support of delegates to the AFL-CIO convention and the unions they represented.

Second of Three Articles

As has the trade union movement, Mondale fought the dismantling of laws and regulations affecting worker health and safety, consumer rights and environmental protections.

Under Reagan, the enforcement staff of the Occupational Safety & Health Administration has been cut 25 percent, a large share of America's workplaces have been exempted from inspection and penalties for violations minimized. Standards to protect workers from health hazards have been revoked or weakened.

A toxic waste cleanup program mandated in the last Democratic administration was thwarted by Reagan appointees with cozy ties to polluters.

Mondale is committed to "enforce the laws we enacted to protect ourselves, our air, our water and our land."

As a senator, he spotlighted meat inspection problems and worked for truth-in-lending and truth-in-packaging legislation.

His expressed philosophy is that "government does not belong on your back, but it does belong at your side."

Because of cutbacks made under Reagan at the height of the recession—when the national unemployment rate was over 10 percent—extended unemployment ben-

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AFL-CIO news

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MEMO FROM COPE
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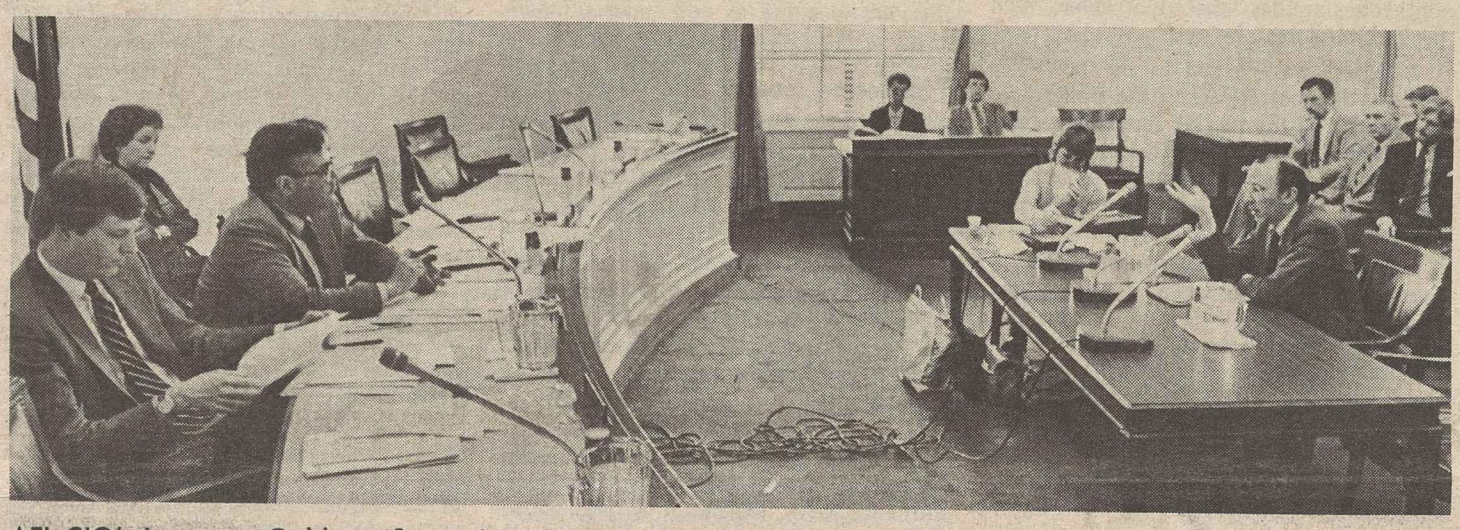
House votes bankruptcy reform



AFL-CIO's Laurence Gold testifies to NLRB's anti-union tilt at hearings chaired by Rep. Barney Frank (D-Mass.).

Bill restoring contract rights goes to Senate

By David L. Perlman

The House voted to stop employers from using bankruptcy proceedings as a device to tear up union contracts and avoid good-faith collective bargaining.

It passed and sent to the Senate a bill that would reverse a Supreme Court decision last month that outraged the labor movement and touched off a nationwide drive to change the law.

With House action, labor's campaign shifted immediately to the Senate. AFL-CIO Legislative Director Ray Denison urged phone calls and mailgrams to senators because of the short time span for completion of congressional action. He warned that labor's foes will be seeking to "gut the collective bargaining language" of the House-passed bill.

House Judiciary Committee Chairman Peter W. Rodino, Jr. (D-N.J.) introduced the loophole-closing bill and made its provisions part of an emergency measure to change the method of selecting bankruptcy court judges by an Apr. 1 deadline.

Senate measure

As it happened, the House amended the Rodino bill to provide an alternative method of selecting judges. But it left intact the provisions dealing with collective bargaining and approved the package by voice vote.

The Senate has already passed a bill dealing with tenure for bankruptcy judges so it can either seek a House-Senate conference on the legislation or take up the House-passed bill directly.

Continued on Page 14

Injunction stalling shows NLRB's anti-union bias

By James M. Shevis

A dramatic decline and delay in the National Labor Relations Board's use of injunctive relief to protect workers' rights further illustrate the board's growing anti-union bias under the Reagan Administration, organized labor charged.

AFL-CIO Special Counsel Laurence Gold told a House panel holding oversight hearings on the board's handling of requests for emergency injunctions that the agency is operating on the premise that the National Labor Relations Act should be "construed and administered" so as to give workers the least possible protection.

The NLRA is the basic federal labor law guaranteeing workers the right to form unions and bargain collectively with employers.

Warning of a general breakdown in efficiency at the NLRB, Gold accused Board Chairman Donald L. Dotson of adopting a policy of inaction in regard to union requests for injunctions. Under Section 10 (j) of the NLRA, unions and employers may ask the board to seek injunctive relief while an unfair labor practice charge is being litigated if they believe there is a threat of "immediate, irreparable injury."

Gold cited statistics compiled by the hearing panel—the House Government Operations Subcommittee on Manpower & Housing—showing that "the new board is putting 10(j) injunctions against employer unfair labor practices back into the dust bin."

Since Dotson was appointed NLRB chairman by President Reagan last March and the Administration gained a three-member majority on the board two months

Continued on Page 3

Cement Workers set merger with Boilermakers

Las Vegas, Nev.—The Cement, Lime & Gypsum Workers, a 29,000-member union with a proud 45-year tradition, will become a division of the Boilermakers on Apr. 1.

Delegates to a special convention overwhelmingly approved merger with the 134,000-member Boilermakers after two days of discussion and hearing from top officers of both unions.

The 364 delegates, the largest number ever to attend a CLGW convention, approved merger by more than 73 percent on a secret ballot vote, above the two-thirds majority required by the union's constitution.

Earlier, the Boilermakers had given that union's executive council authority to negotiate and consummate such a merger.

Continued on Page 2

Midwest sweep a tonic for Mondale

Walter F. Mondale's campaign for the Democratic presidential nomination got back on track with convincing big-state wins in Illinois and Michigan plus a near-sweep of the week's other caucuses and primaries.

Now it was Colorado Sen. Gary Hart who was echoing on television what Mondale had said the week before—that the race for the Democratic Party's presidential nomination would be a marathon, not a quickly decided sprint.

The next big test will come in the Apr. 3 New York primary, into which both sides are pumping resources. Before then will come an opportunity for Hart to recoup in the Mar. 27 Connecticut primary, where he is favored, and weekend caucus battles in Kansas, Montana and Virginia.

Mondale won convincingly in Michigan, a recession-battered industrial state with a strong trade union movement. The caucus projections point to 79 delegates for Mondale, 49 for Hart and eight for Jesse Jackson, the only other candidate to survive the grueling first month of delegate selection.

As anticipated, Mondale won easily in caucuses held in his home state of Minnesota. As in Michigan, he demonstrated that his bedrock of support hadn't been eroded by Hart's early successes.

Illinois had been seen by both sides as a crucial test—but it was Mondale who passed it.

Early polls had projected Hart as the winner. But that was before Mondale came out swinging on issues and called on voters to match his record and program with Hart's often-fuzzy attempt to picture himself as the candidate of new ideas.

The catch-phrase that soon began to haunt Hart's campaign was Mondale's question, "Where's the beef?"

On nearly complete election returns, Mondale had 657,000 votes to 573,000 for Hart and 336,000 for Jackson. Mondale also won 97 of the 171 delegates at stake.

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3/24/84

CLGW President Richard Northrip and Sec.-Treas. Henry Bechtholdt, left.

Cement Workers approve merger with Boilermakers

Continued from page 1

In a keynote address, CLGW President Richard A. Northrip stressed the "promise" of the merger in terms of enlarged opportunities for the union and greater effectiveness.

Base your decision on that promise, he urged the delegates. Any problems that merger might bring "can be overcome."

Negotiations for the merger began in mid-1982 and the present president of the Boilermakers, Charles R. Jones, at the time was chairman of his union's merger committee.

Now, addressing the CLGW delegates Jones spoke of the enhanced strength that will come to both groups of workers through the action.

"We will be stronger and more effective at the bargaining table," he told the delegates.

"We will do a better job of organizing the unorganized, and our voice will carry more weight in the halls of Congress, where we must be heard if we are to protect the interests of our membership.

The Cement, Lime & Gypsum Workers have been active in lobbying for mine safety legislation covering the union's stone and non-metal miners. And the union has a tradition also of active political participation.

Northrip told the delegates that a change in the White House in this year's election will remain a major union goal.

"If you put before your membership and your families what is at stake, we'll get the job done," he said.

Northrip was elected to the new vice presidential spot added by the Boilermakers as part of the merger agreement. And the CLGW secretary-treasurer, Henry W. Bechtholdt, was elected director of the new division that will be established for the union's members.

The union will bring into the merger members in 44 states and nine Canadian provinces.

An invitation

Jones invited the delegates, even before the merger takes effect, to attend the political action conference the Boilermakers will be holding in Washington, Mar. 25-30.

"Workers are in trouble, their unions are under attack, collective bargaining is under attack," Jones said. He warned that the problems will continue "unless American workers unite at the ballot box." The Reagan Administration has served "the special interest of the very powerful and the very rich at the expense of those who have little."

The existing three-year contracts covering U.S. cement manufacturing expire on May 1, and delegates from locals involved in the coordinated bargaining took part in a cement conference after the convention. The stress was on unity and resistance to weakening of contract provisions.

Recovery threatened

Danger signals cited as interest rate rises

New danger signs in the economy, including an increase in the prime lending rate, a record deficit in the balance of payments and a steep slowdown in consumer spending, warned that recovery from one of the nation's worst recessions may prove short-lived.

A half-point rise in the key prime rate to 11.5 percent by the country's biggest banks signaled further increases soon in short-term notes. The increase in the interest rate that major banks charge their best corporate customers was the first since last August.

AFL-CIO Research Director Rudy Oswald attributed the rate rise in part to the huge budget deficits under the Reagan Administration.

"The increase in the prime rate shows once again that the high deficits mean higher interest rates," he said. "Instead of paying taxes to the government, citizens now must pay higher interest rates to the bankers.

"As the higher costs of borrowing money spread throughout the economy, prices rise and demand is once again curtailed—leading to still another downturn."

Tightened credit

Many economists contend that because of current "overheating" of the economy, the Federal Reserve Board will further tighten credit conditions, pushing interest rates even higher.

A strong, 11.2-percent surge in housing starts in February and a big increase in the factory operating rate that month, to 80.7 percent of capacity, raised concern that the Fed would take action.

In other government reports on the economy, statistics belied the true circumstances of the current recovery. This was particularly true in reports on new plant and equipment expenditures and industrial production.

While the Commerce Dept. estimated 1984 capital spending to rise 13.6 percent over 1982 outlays, the forecast in real terms was only 12 percent. In 1983 and 1982, the levels had declined by 3.8 and 5.5 percent, respectively.

"The result is that the 1984 projected levels represent only a 1.9-percent increase in real terms from 1981," Oswald observed. "The results of all the major tax breaks for business and wealthy individuals over the last three years thus are minimal."

Oswald said actual capital expenditures for new plant and equipment in manufacturing are still lagging slightly below 1981 levels.

Also, he noted, a closer look at the industrial production figures for February reveals serious weaknesses in the economy. Industrial production rose 1.2 percent last month, with production of business equipment climbing 1.1 percent. Yet, the business equipment increase was 6.6 percent below the 1981 level.

Defense production

The real driving force behind the rise in industrial production remains consumer goods and defense production, Oswald said. Consumer goods rose 8.7 percent in February, and defense production was up 25.8 percent from the 1981 level.

"This illustrates the failure of Reagan's supply-side economic program," he said. "The production of investment goods—the ostensible target of Reagan's policies—remains well below its pre-recession peak.

Meanwhile, the Commerce Dept. suggested that the pace of the economy may not be sustained without further increases in prices and interest rates in reporting that real gross national product—the total output of the nation's goods and services adjusted for inflation—is bounding ahead in the current quarter at a 7.2-percent annual rate. The figure was contained in the department's "flash" report, a tentative forecast of current economic growth based on partial data. The estimate compares with a 5-percent growth rate in the fourth quarter of 1983.

The Commerce Dept. also reported that the nation's foreign trade deficit, measured on a current account basis, rose to a quarterly record of $15.3 billion in the final three months of 1983, topping the $12.1 billion in shortfall posted in the third quarter.

Another Reagan record

For the year, the deficit grew to a record $40.8 billion, exceeding the record $15.5 billion set in 1978. The 1982 deficit came to $11.2 billion.

Commerce Sec. Malcolm Baldrige said that the current account deficit could top $81 billion in 1985. Part of the problem is the high value of the American dollar, which makes foreign goods relatively cheap and American goods relatively expensive.

One bright note was the continuing moderation in wholesale price increases, which rose only four-tenths of 1 percent in February, the Bureau of Labor Statistics said.

Mondale makes fairness a key campaign issue

Continued from page 1

efits were available in less than half the states.

As Mondale noted, with unemployment the highest since the Great Depression, the government did nothing "either to put people back to work or to lighten the pain and the horror of the unemployed."

Americans who look at social security as the bedrock of their retirement income and at Medicare as an assurance that their retirement resources won't be wiped out by a single illness have reason to be suspicious of Reagan's assurances.

The fact is that the Administration put through cuts in social security benefits during its first year in office and proposed a drastic slash in benefits that was withdrawn only after congressional and public outrage killed off any possibility of enactment.

Mondale takes a firm position that the government made a bargain with its citizens who have paid into the program that "when the time comes to retire, their social security checks should be there, just as sure as the sun comes up in the morning. It's as basic as that."

Under Reagan and his appointees, civil rights enforcement has retrogressed and doors just recently opened have been shut against blacks and other groups that have suffered discrimination.

The Administration sought unsuccessfully to weaken the Voting Rights Act and has let housing discrimination problems fester.

By contrast, Mondale was an original sponsor of the Voting Rights Act and has strongly opposed its weakening. He has called for strengthening the Fair Housing Act and for a renewed commitment to end discrimination in the workplace as "a national priority."

Reagan vs. women

Women workers need no reminder of hostility by the Administration to ERA, to the concept of pay equity, to such supportive programs as federal funding of child care for low-income families with working parents and job training to open up new fields of employment for women.

Mondale's record in the Senate and as Vice President gives credence to his campaign commitments to support equal opportunity and equal rights for women in all spheres, including both social security and private pension programs and to press for pay equity.

The nation's still serious energy problems won't be resolved by big oil companies buying up other big oil companies. And as the nation emerges from recession, the demand for energy will continue to grow.

The Administration has curtailed nonmilitary research and development assistance and energy conservation programs. It has allowed oil companies to use tax windfalls and revenues to buy up competitors instead of exploring new sources of oil and natural gas. It has proposed lifting price controls on natural gas from long-established "old" wells.

The AFL-CIO has called for a comprehensive program to conserve energy, develop new sources and keep prices affordable. It has opposed budget cuts in weatherization programs for low-income homes, schools and hospitals and public buildings.

These are goals Mondale shares. He is on record for weatherization programs, for research into new energy sources, for energy-efficient requirements for appliances and automobiles.

Mondale has been attacked for supporting the "special interests" of labor, but he makes no apologies for attacking the Reagan Administration's assault on basic labor standards.

By administrative action, the Administration has nullified many of the prevailing wage safeguards of the Davis-Bacon Act and the Service Contract Act, and has sought to weaken wage-hour protections.

It sought—until forced by public reaction to back down—to relax child labor regulations and allow 14-year-olds to do more hazardous work and allow older children to work longer hours.

Youth wage

Reagan has also called for a subminimum youth wage, and has suggested that it would be best if there were no minimum wage at all.

In sharp contrast, Mondale takes Reagan to task for "ushering in the cruelest assault on social justice in American history."

Noting that Reagan has at times sought to invoke the memory of Franklin D. Roosevelt, Mondale found that "hard to take." He added:

"The Democratic President who signed the first minimum wage law would never have supported the subminimum wage." Nor would FDR "have tried to undermine the Davis-Bacon Act."

Under a Democratic Administration, Mondale said, "if any legislation of that type landed on the desk of the President, we'd veto all over the top of it."

Jobless rates turn upward in 42 states

Jobless rates rose in 42 states and the District of Columbia in January, reflecting the still fragile recovery from the long Reagan recession.

Only seven states posted over-the-month declines in unemployment and the jobless rate was unchanged in one state.

The largest increase was in Indiana, where the jobless rate climbed from 8.9 to 12 percent. In West Virginia, where the recession was deep, the jobless rate rose to 17 from 15.1 percent in December.

The figures, released by the Bureau of Labor Statistics, are not adjusted for seasonal variations, which make allowances for usual weather changes and seasonal fluctuations in business activity. The national adjusted jobless rate for civilian workers in January was 8 percent.

Other states with large January increases besides Indiana and West Virginia were Alabama, rising 2.1 percent to 13.5 percent; Alaska, climbing 2.4 percent to 13.3 percent; Arkansas, up 2.1 percent to 10.7 percent; Kentucky, surging 2.8 percent to 11.7 percent, and North Dakota, up 2.2 percent to 7.9 percent.

In Michigan, the jobless rate in January rose nine-tenths of 1 percent to 12.8 percent. West Virginia's 17 percent rate was the highest in the country, followed by Alabama, Alaska, Michigan, and the District of Columbia at 12.2 percent. Puerto Rico's rate was 23 percent.

Lower rates

The states recording lower jobless rates in January are Arizona, Florida, Hawaii, Ohio, Pennsylvania, South Dakota and Wyoming. Even so, the rates in Ohio and Pennsylvania were still in double digits.

Among metropolitan areas, the highest jobless rate in January was 25.1 percent in the McAllen-Pharr-Edinburg area of Texas. Second highest was Laredo, 22.6 percent, followed by the Brownsville-Harlingen, Texas, area, 16 percent.

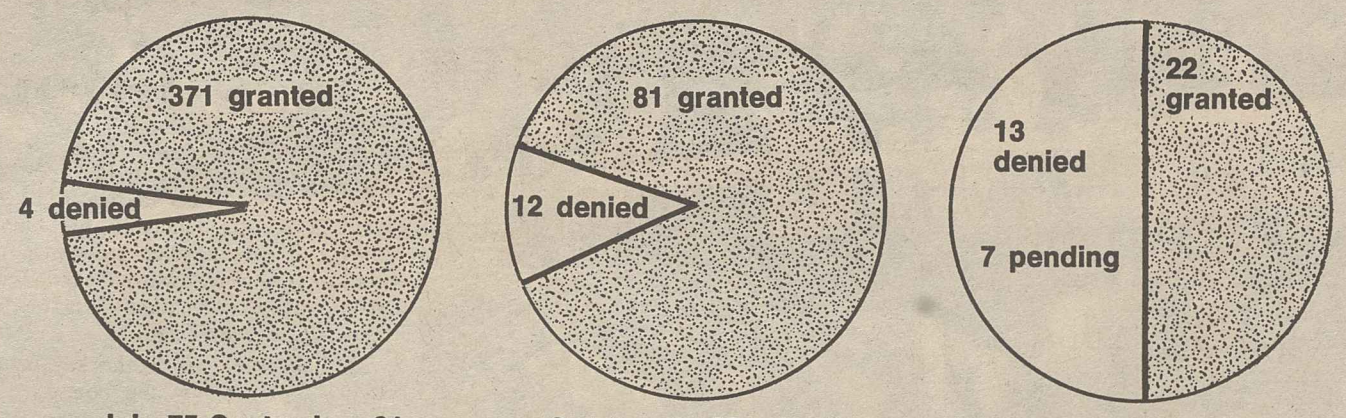
Three California areas recorded high January rates also—Stockton, 17.6 percent; Fresno, 15.3 percent, and Modesto, 19.5 percent.

Other areas with high unemployment in January were Lake Charles, La., 15.1 percent; Duluth-Superior, Minn., 16.4 percent; Vineland-Millville, N.J., 16.3 percent, and Johnstown, Pa., 16 percent.

Stamford, Conn., recorded the lowest unemployment at 3.4 percent, with Nashua, N.H., second at 3.7 percent, and Austin, Tex., third at 3.9 percent.

January's jobless rates were less than year-earlier levels in most states, BLS said. Nonfarm payroll jobs increased over the year, with manufacturing employment rising in 43 states and the District of Columbia.

NLRB shift on injunctive relief



Screen Actors again vote down merger proposal

Hollywood, Calif.—The Screen Actors Guild is proceeding with its merger talks with the Television & Radio Artists after the SAG membership voted down a merger with the Screen Extras Guild for the second time.

SAG President Ed Asner said in announcing the results of the mail balloting that although 51.5 percent favored the SAG-SEG merger, 60 percent was necessary to approve it. In a merger referendum two years ago, the SAG members voted 57 percent in favor.

The vote on this year's balloting was 15,293 in favor of merger and 14,454 against it, Asner said.

Ken Orsatti, national executive secretary of SAG, said of the vote, "The membership has spoken. We felt strongly this merger was in the best interest of both memberships. There are no plans to attempt any further SAG-SEG merger referendums."

Orsatti said the union's efforts would now center on a merger with AFTRA. The two unions have been developing merger plans the past two years.

Orsatti said a detailed proposal will be presented next month to the merger coordinating committee. If that committee and the union's board of directors also agreed to the merger plan, then "we could move to merger as rapidly as a year to 18 months," Orsatti said.

The proposal will spell out in detail all the items relating to merger—costs, administrative and organizational structure, staff and the "other open items," he said.

Orsatti noted that the structures of the two unions differ greatly, with AFTRA being much more decentralized than SAG. A workable governing structure would be "somewhere between the two," he said.

Stalling on injunctions tied to NLRB's anti-union bias

Continued from page 1

later, almost one of every three recommendations by the agency's general counsel has been rejected, Gold noted. During the preceding 17 months of the "old" board, only one of every seven general counsel recommendations was rejected, he said.

"What is most striking is the board's pattern of actions," Gold said. "Statistics show the board has had no disinclination to deny injunctions against unions."

Since Dotson took office, nearly one of every two union requests for 10(j) injunctions against employer unfair practices has been turned down, while every injunction but one sought against a union was authorized, Gold pointed out. In comparison, the old board's treatment of injunction requests by unions and employers was roughly equal.

Rep. Barney Frank (D-Mass.), chairman of the subcommittee, noted that delays even in acting on requests for injunctive relief now sometimes run into months.

"We're coming up with a new phenomenon—the 10(j) relief request backlog," Frank said, adding: "We have a very serious problem which the board does not appear intent in solving."

Part of a pattern

Gold charged that the board's excessive delay in acting on 10(j) requests "is but a cynical supplement to the biased decision of cases denying workers statutory protection by inaction." He said the delay constitutes "perhaps the most insidious effect of the board's new activism on all matters other than deciding cases, but it is only one manifestation of a general breakdown in efficiency. . . .

"It is time for the board to come up with some answers."

When it was his turn to testify, Dotson insisted there has been no policy change in the way injunctive relief is granted by the NLRB. He said delays in handling requests for injunctions most likely stem from areas of the law undergoing changes in interpretation by the board.

Dotson defended NLRB Solicitor Hugh Reilly's handling of 10(j) requests, saying that the solicitor's role is only what board members want it to be.

"If there's a delay, it's because the board has acquiesced," Dotson said. Asked why delays of seven, eight months or longer occur in acting on some 10(j) requests, Reilly offered this explanation:

"The delay occurs because I have a sense that the law is going to change from my conversations either with board members or with chief counsels, and I'm waiting the outcome of the board's deliberations."

Such delays, however, can be tragic to workers affected by them, as George Murphy, general counsel of the Food & Commercial Workers, testified.

A year's delay

Murphy cited a pending case involving a UFCW local in California where an employer discharged most of the bargaining unit employees, withdrew recognition of the union, and repudiated its labor contract.

The union's request for 10(j) relief was filed on Mar. 3, 1983, "and we still haven't heard a word" about it from the NLRB, Murphy said. "As far as we are aware, it has not been ruled on."

Meanwhile, the 34 workers cut adrift by the employer's obvious violative actions are coping not just with the loss of pay and pension rights, but also with personal stresses and the assault on human dignity that accompany unemployment.

"The American people want to work, and I don't think they should be denied that by a violation of the law," Murphy said. He pointed out that had injunctive relief been promptly provided, the workers in the California case would have been able to stay on the job while the union's unfair practice charges were being decided.

Asked by Frank whether the case exemplified a change in NLRB practice, Murphy said: "Yes. . . . It's a 180-degree flip" from pre-Reagan board practices.

"I believe this labor board is of a mind not to issue 10(j)s in cases such as this where employee rights are concerned. Employers are attempting to avoid their union contracts and go non-union."

Job panel lacks workers

After more than a year of foot-dragging, the White House has named six new members of the National Commission for Employment Policy, rounding out the advisory group to its full 15-member complement.

The commission was trimmed and revamped under the provisions of the Job Training Partnership Act of 1982—the bill that replaced the Comprehensive Employment & Training Act (CETA)—but it took the Reagan Administration until last fall to name the first nine of the new members, and until late March to fill the last vacancies.

Despite the commission's concern with jobs, the Administration came up with only one worker representative—Paul Locigno, research director for the Ohio Conference of Teamsters—to sit on the advisory panel.

The other 14 members include a corporate vice president for personnel, two bank presidents, a state legislator, a lawyer, a state industrial relations director, a vocational education administrator, a management consultant, a produce company owner, a health and physical education professor, a business administration professor, a trade association vice president, a self-employed real estate executive, and a corporate public relations manager.

Under JTPA, the commission appointees are required to be "broadly representative of agriculture, business, labor, commerce, education, veterans, current state and local elected officials, community-based organizations, assistance programs and members of the general public with expertise in human resource development or employment and training policy."

Mine safety suit cites radiation risk

The Oil, Chemical & Atomic Workers and the Public Citizen Health Research Group are suing the Mine Safety & Health Administration for its refusal to issue an emergency standard on radon daughters—highly radioactive gases that result from decaying uranium in underground mines.

The suit, filed in the U.S. District Court for the District of Columbia, charges that the current standard fails to adequately protect the tens of thousands of uranium and hardrock miners from the high risk of lung cancer.

Further delay by MSHA is unjustifiable because "the evidence of grave and irreparable danger to thousands of miners is so overwhelming as to leave no room for doubt as to the necessity for . . . an emergency temporary standard," the suit argues.

OCAW and the health group petitioned MSHA in April 1980 for an emergency standard to reduce exposure limits to the radioactive gas from four working level months to seven-tenths of one month.

The National Institute of Occupational Safety & Health released a study in June 1980 that said the excess risk of cancer deaths among miners was "of sufficient magnitude to be of major public health concern."

MSHA, in its 1980 response to the petition, said it would begin a serious review of the petition and later promised to make a final decision on the petition by December 1983.

MSHA has yet to issue its decision.

Union delegates to the Texas AFL-CIO COPE convention rally for labor-endorsed candidates.

OSHA's failures highlighted by court ruling on asbestos

By Arlee C. Green

A federal appeals court struck down an emergency standard on worker exposure to asbestos, but "the real issue on asbestos is the Occupational Safety & Health Administration's failure to put in place a permanent standard that will adequately protect workers," an AFL-CIO safety and health specialist declared.

Margaret Seminario, associate director of the federation's Dept. of Occupational Safety, Health & Social Security, said the emergency standard basically was five times higher than OSHA itself had recommended in 1980 and would have allowed employers to rely on respirators and work practices instead of mandating engineering controls.

The 5th Circuit U.S. Court of Appeals in New Orleans held that OSHA failed to present sufficient evidence that an emergency standard was "necessary to alleviate a grave risk of worker deaths during a six-month term."

Promised proposal

OSHA said it would publish "within a month" another proposed asbestos standard to meet the court's criticism.

"Our concern centers on the fact that if the courts cannot sustain a well-documented need for emergency action, such as we believed we had with asbestos, it is unlikely that they would sustain emergency actions on other less well-documented hazards," the agency said.

Seminario concluded from the ruling that "the 5th Circuit may always refuse to uphold OSHA emergency standards, no matter how grave the danger to workers."

The decision of the three-judge panel upheld an asbestos industry challenge to the emergency standard, which was issued last Nov. 4. The same court had granted a stay of the measure in late November.

The emergency standard, intended to last six months while a new permanent standard was developed, would have limited worker exposure to asbestos to 500,000 fibers per cubic meter of air, down from the existing permanent standard's 2 million fibers.

Fourteen unions had petitioned the agency to issue an emergency standard reducing the worker exposure level to 100,000 fibers.

Hundreds of thousands of workers are at risk of cancer due to exposure to asbestos in the workplace. Low-level exposure can cause asbestosis, a lung disease, and mesothelioma, a cancer of the linings of the lungs.

The agency testified that at least 80 worker deaths could occur from exposure at the higher level during the six-month period of the emergency standard, but the court held the number of lives that would be saved is "questionable."

The ruling added, "If a danger is imminent, it (OSHA) should complete regular rule-making as quickly as possible to determine if a new standard" of 500,000 fibers, "or even lower is appropriate."

The asbestos exposure limit was reduced from 12 million fibers to 5 million in 1971 and to 2 million in 1972. The agency has already sought approval of a permanent standard exposure level of 500,000 fibers from the Office of Management & Budget which reviews all new regulations.

That level of exposure was first proposed in 1975, and a joint study, done by OSHA and the National Institute of Occupational Safety & Health in 1980, developed scientific evidence supporting the lowering of the exposure limit to 100,000 fibers. OSHA withheld from the public the results of that study for 18 months.

Veto preserves Idaho's prevailing wage law

Boise, Idaho—The Idaho Senate sustained by a 14-21 vote Democratic Gov. John Evans's veto of a measure that would have repealed a portion of the state's prevailing wage law.

The governor's veto is his fourth in four years of legislation aimed at wiping out all or part of the "Little Davis-Bacon Act."

But four days after the Senate action, House Republicans introduced a new bill to set up a state-run prevailing wage law which would be based on the out-dated wage surveys of the state's Dept. of Employment.

Texas COPE rallies support for Mondale

Austin, Tex.—A record 697 delegates attending the Texas AFL-CIO's COPE convention reiterated strong support for Walter F. Mondale's presidential nomination in the state's Democratic precinct conventions on May 5 and endorsed progressive Democrat Lloyd Doggett for the U.S. Senate.

The convention turned into a pep rally for Mondale as delegates heard from a bevy of Mondale backers, including former Labor Sec. Ray Marshall, Texas State Treasurer Ann Richards, State, County & Municipal Employees President Gerald McEntee and National COPE Director John Perkins.

The delegates participated in 28 workshops designed to involve more union officers and members in the delegate selection process and attended a Mondale campaign-sponsored closed-circuit television fundrasing event on "Super Tuesday."

Doggett, a state senator for 11 years who has a 94 percent "right" labor voting record, was endorsed for the Democratic primary in a rollcall vote with 73 percent approval by the membership. A two-thirds vote was required to endorse.

Doggett seeks the seat now held by Republican Sen. John Tower, who is retiring.

State AFL-CIO President Harry Hubbard told the delegates in his report to the convention that Mondale's candidacy should remain Texas labor's top priority.

Pension plan insurance rate boost backed

The AFL-CIO and the Industrial Union Dept. urged Congress to approve legislation raising the annual premium for single-employer pension plan termination insurance from $2.60 per participant to $7.

The increase sought by the Pension Benefit Guaranty Corp., is overdue and essential, IUD Sec.-Treas. Elmer Chatak testified before a House Ways & Means subcommittee.

Chatak warned that failure to approve the increase would endanger a program that has proved its value during two severe recessions marked by widespread plant closings and pension plan terminations.

AFL-CIO Legislative Director Ray Denison expressed a similar concern in a letter to Subcommittee Chairman Charles Rangel. Both Chatak and Denison also urged enactment of legislation similar to a measure already approved by the House Labor-Management Relations subcommittee. It would close loopholes in the law that have burdened the insurance program with liabilities from underfunded pension plans.

Without such reforms, Chatak testified, the premium increase for single-employer plans would have to be even higher than has been proposed.

Continued obligation

Since the federal guarantee program does not cover 100 percent of a pension plan's entitlements, "employers should continue to be obligated for any benefits which are not guaranteed by the PBGC after a plan is terminated, so long as they continue in business and are solvent," Chatak urged.

Under present law, he noted, "an employer can simply walk away from responsibilities for non-guaranteed benefits, even in cases where it continues in business and is highly profitable."

The legislation covered by the testimony deals only with single-employer pension plans and both the IUD and the AFL-CIO expressed strong opposition to any attempt to hamstring the bill with unrelated amendments dealing with multi-employer pension plans.

There have been signs of such efforts in the Senate. An amendment to excuse a group of employers from liabilities imposed by a 1980 law on firms withdrawing from a multi-employer plan was recently added to an unrelated tax bill by the Senate Finance Committee.

Denison said the AFL-CIO will oppose the passage of any single-employer pension bill that includes changes in the multi-employer program.

Bill stresses right to hazard data

A joint congressional resolution affirming that all workers have the right to know about the health and safety hazards they face in the workplace has been introduced by Reps. Bruce F. Vento (D-Minn.) and George Miller (D-Calif.).

The resolution, prompted by the Occupational Safety & Health Administration's issuance of a loophole-ridden "hazard communication" standard covering only 25 percent of the workforce, is aimed at getting a stronger federal standard.

Vento expressed the fear that the weak OSHA standard "is an insidious attempt to undermine stronger state laws" that offer better protection for more employees.

"OSHA has indicated that it intends to allow its standard to preempt state and local laws," he noted. "In its present form, this standard is an absolute abomination."

Vento said he envisions a warning label requirement that would clearly identify hazardous substances and list precautions in a simple language.

"We're trying to cover all types of employees," he said, "from lab technicians who handle radioactive materials to farm workers who deal with pesticides, to firefighters who battle blazes in chemical plants."

More than 40 House members have signed on as cosponsors of the resolution, which declares:

- All workers, whether they are employed in manufacturing or any other industrial or commercial enterprise, have a fundamental right to know when they are handling or are exposed to a hazardous substance that may threaten their health and well-being.
- OSHA should immediately revise its hazard communication standard to make sure that workers get meaningful information on the actual identity and composition of hazardous substances they handle or are exposed to. The OSHA rule should be the minimum standard on which the states may improve through appropriate legislation.

Local efforts

The resolution commends the action of the 14 states and the many local governments that have enacted "right-to-know" statutes to safeguard the health and wellbeing of workers and citizens.

The OSHA hazard communication standard is the subject of a legal challenge by the Steelworkers and the states of New York, New Jersey, Connecticut and Massachusetts. At its issuance last November, the standard was characterized by organized labor as giving chemical companies "a giant loophole" that permits them to declare any substance a "trade secret" and choose not to reveal it to workers.

The chemical industry had long fought a federal hazard identification standard, but it changed tactics and pressed OSHA to issue its weak standard so as to preempt the growing number of stronger state and local right-to-know laws.

Most recently, the Chemical Manufacturers Association has fought the Environmental Protection Agency's effort to regulate two cancer-causing chemicals by contending that OSHA has the appropriate jurisdiction and the authority to control the compounds, known as MBOCA and MDA.

The chemicals are used in the manufacture of polyurethane coatings and a variety of plastic products. The CMA and the Polyurethane Manufacturers Association are concerned that EPA will use its authority to ban the chemicals. OSHA has no such authority.

The EPA has expressed concern about the chemicals escaping beyond the plant gates, through seepage into water supplies, air pollution or contamination of old industrial sites or dumps.

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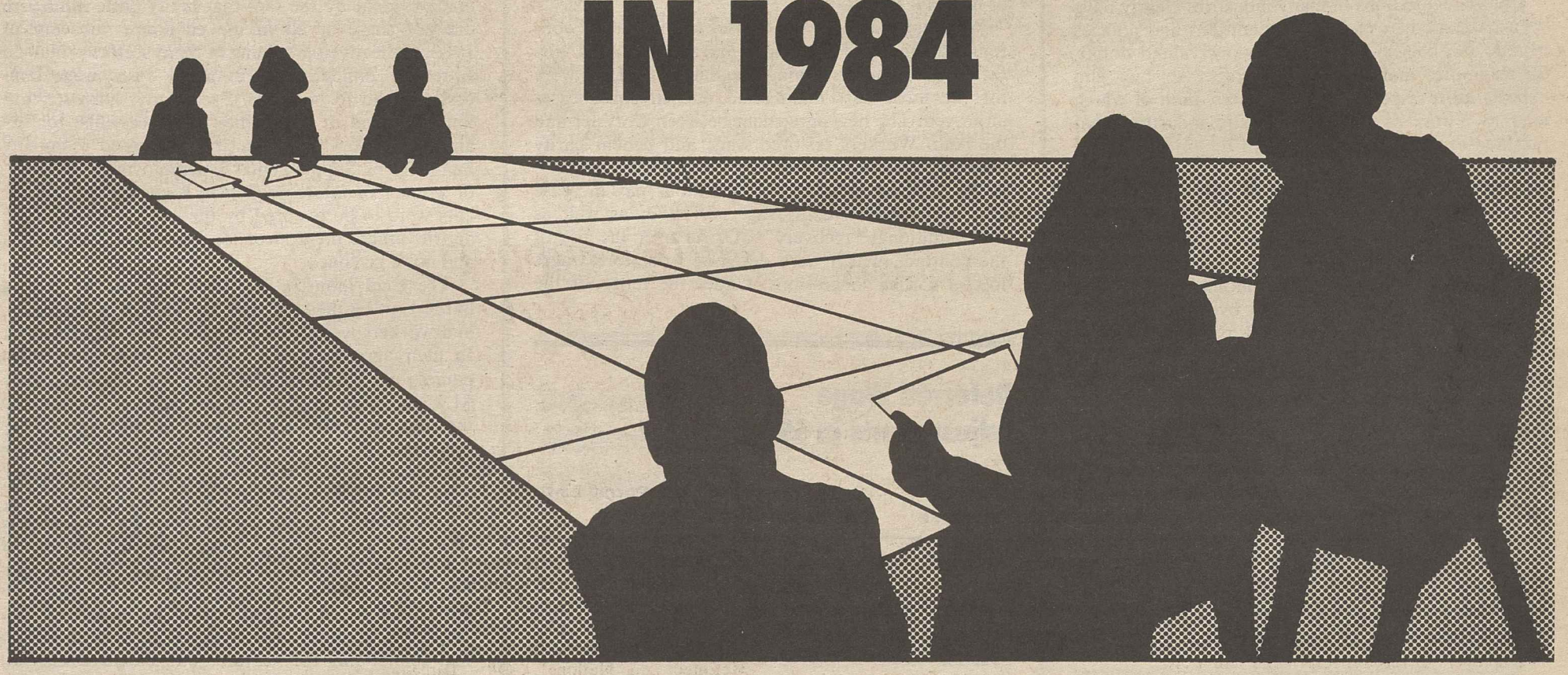
THE BARGAINING CHALLENGE IN 1984



By Douglas Meyer

Economic developments in 1984 will vary immensely from industry to industry, and the opportunities and obstacles confronting unions and their bargaining representatives will vary accordingly. Record profits will be achieved by many firms as a result of the recovery from the recession, the massive corporate tax cuts of 1981, and other recent pro-business legislation. The challenge facing unions is to share in these profits through increased wages and benefits for their members.

Douglas Meyer is an economist in the AFL-CIO Dept. of Economic Research and is the department's 1983-84 research assistant.

The outlook for collective bargaining in some other basic industries is far less promising. There, unions are faced with corporate anti-union strategies that include threats of bankruptcy and, in some cases, the resort to expensive and wasteful mergers. This, coupled with the damage done by the recession, market deregulation, an overvalued dollar, and other harmful trade practices, all pose formidable difficulties at the bargaining table for unions in these industries. Under these circumstances, bargaining goals are likely to focus on enhancing job security.

About three million workers are covered by major collective bargaining agreements (defined as those involving 1,000 or more workers) that are due to expire or to be reopened for negotiation in 1984.

Major agreements in such basic industries as auto, mining, petroleum, construction, and railroad will

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Cooling off health care costs

By Karen M. Ignagni

Assistant Director, Department of Occupational Safety, Health and Social Security.

As a nation, we are approaching a crossroad in the public policy debate over how to control rising health care costs and make fundamental changes in the health care system to keep it functioning well into the next century.

Unless Congress passes legislation to put a lid on rising health care costs, organized labor will experience at the bargaining table the devastating effects of the nation's health care crisis. Employers will push for drastic cutbacks in collectively bargained health care benefits. Working men and women who have fought hard to win adequate protection against the high cost of getting sick will find themselves paying higher and higher out-of-pocket costs and may find coverage for preventive care, diagnostic testing, drugs and eyeglasses, dental care and other essential services dropped from their policies altogether.

The AFL-CIO believes there are three basic approaches for solving our health care crisis: federal legislation, local health care coalitions, and collective bargaining.

Trade unionists can lend their powerful support to federal legislation which would require each state to establish a comprehensive, across-the-board cost containment system for all payors, public and private, doctors as well as hospitals. The AFL-CIO is supporting bills introduced by Sen. Edward M. Kennedy (D-Mass.) and Rep. James Shannon (D-Mass.) that would accomplish these goals.

But we cannot afford to wait for Congress to act. The AFL-CIO has recommended that its affiliated unions and state and local bodies join local health care coalitions. Up to now, these organizations have been business or provider-dominated, and their accomplishments have been minor. Union members are finding it useful to work with each other and, when appropriate, to form their own health care coalitions to combat employer efforts to gut collectively bargained health benefits.

Trade unionists can also take the initiative in bargaining to suggest viable alternatives to management proposals to cut health care benefits.

Rising Costs

Last year as a nation we spent $322 billion on health care. This averaged out to $1,365 for every

(continued on page 10.)

The articles by Karen Ignagni and Cathy Schoen are reprinted from papers presented at the AFL-CIO Conference on Health Care and Health Benefits, Dec. 5, 1983.

Alternatives to benefits cuts

By Cathy Schoen

Special Assistant to the President, Service Employees International Union

Numerous health plans across the United States and in other countries have demonstrated that it is possible to contain the rising costs of health care without sacrificing either the quality or breadth of health benefit coverage. In fact, many health programs actually succeed in controlling costs by improving the quality of health care.

Successful cost containment, however, requires an informed, assertive and participatory role for representatives of workers and their families to ensure that providing for patient health care needs remains the primary and overriding goal of each health plan.

In the 1980s, with rising health care costs threatening workers' general standard of living as well as access to decent health care, union insistence on a controlling voice in employer or insurance carrier health plan decisions has become a necessity.

In 1982-83 health premium increases averaging 20 to 40 percent dwarfed negotiated wage increases

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be negotiated in 1984. Other major expirations this year occur in the food, insurance, aerospace, services and shipbuilding industries, as well as with the U.S. Postal Service.

In the public sector, the American Federation of Government Employees and other federal employee unions will be resisting Reagan Administration proposals to cap and delay pay increases, weaken cost-of-living adjustment clauses in the retirement system, erode health care benefits, and eliminate 40,000 more non-defense jobs for federal workers.

Unemployment at the beginning of 1983 stood at a 42-year high of 10.7 percent, or nearly 12 million people out of work. By the end of the year, it had declined to 8.2 percent, or 9.2 million, still well above the levels at the end of 1980. Many basic mining, manufacturing and transportation industries failed to share in the recovery of 1983. State and local government employment also remained far below its pre-recession level.

Union negotiations in many industries clearly have been hampered by economic conditions and policies beyond the bargaining table. An overvalued dollar, for example, makes imports cheaper to buy and exports more expensive to foreigners, both of which lead to a loss of jobs in domestic industries that produce exports or compete with imports.

The overall averages for wage increases in new contract settlements in 1983 were adversely affected by the weaknesses that remained in major segments of the economy. The average wage increase in the first year of all major private contract settlements in 1983 was 2.6 percent, not including cost-of-living raises, while increases measured over the full term of the settlements averaged 2.8 percent annually. While these annual figures are quite low, fourth-quarter figures showed larger increases, indicating a trend toward improved wage settlements in 1984.

The average first-year increase in total compensation, including benefits as well as wages, was 3.4 percent, up from 3.2 percent in 1982. Measured over the life of the contracts, the average annual increase was 3 percent, which compares favorably with the 2.8 percent average rise in total compensation for contracts settled in 1982. The fact that wage settlements declined in 1983 relative to 1982, while total compensation showed some improvement, indicates a movement to benefits rather than wages.

These averages reflect the fact that 37 percent of the three million workers covered by 1983 settlements took an initial wage freeze or reduction. For the 63 percent who received pay boosts, the first-year increases averaged 5.8 percent. Many of the agreements without first-year increases negotiated improvements in the second and third year.

Average first-year contract wage adjustments in different sectors of the economy deviated from the overall average of 2.6 percent. In the manufacturing sector, which remained in shambles from the recession in 1983, increases averaged just 0.3 percent. Wage adjustments averaged just 1.5 percent in the construction industry, which also shared little of the economic recovery. These averages compare with the increase in the "non-manufacturing excluding construction" sector which amounted to an average of 5 percent.

More than half the workers covered by major 1983 settlements are covered by some form of cost-of-living adjustment (COLA) provision. As would be expected, contracts with COLA clauses had lower specified wage adjustments than those without. For major contracts in 1983, first-year negotiated wage increases averaged 2 percent for those pacts with COLAs and 3.3 percent for agreements without COLAs.

The average duration of major contracts negotiated in 1983 is 32 months, up from the 31-month average for 1982 settlements and 29.5 months for contracts negotiated in 1981. A major contributor to this increase was the 41-month agreement between the Steelworkers and the major steel producers negotiated in the first quarter.

Effective wage adjustments reflect wage increases and cost-of-living adjustments negotiated earlier, as well as settlements reached during the current period. In 1983 about 6.5 million workers received wage adjustments averaging 4.7 percent. About 1.3 million workers covered by major contracts did not get increases during the year.

About half the workers covered by major agreements are scheduled to receive deferred wage increases averaging 4.1 percent in 1984. About 56 percent of these workers are covered by COLAs, with their increases averaging 3.1 percent (not counting the COLA). Those without COLAs will receive increases averaging 5.5 percent.

Unionized workers continue to receive higher wage increases and fringe benefit improvements than non-union workers. Total compensation received by union workers increased by 5.8 percent in 1983, compared to 5.7 percent for non-unionized workers, according to the Labor Dept.'s Employment Cost Index (ECI), which measures wages and salaries as well as employer costs for fringe benefits. Because most union contracts run for 2-year or 3-year terms, union improvements usually lag behind non-union improvements during economic upturns, which partially explains the relatively small differential between the two groups in 1983. Based on the ECI, the average employer hourly compensation for union labor is now $10.22, which compares to $6.63 an hour for non-union labor.

These changes should be viewed in the context of the rate of change in the consumer price index (CPI) and productivity. The CPI-W (for urban workers and their families) increased 3.3 percent over the 12-month period of 1983, while non-agricultural productivity rose about 3.5 percent over the same period. The sum of these figures is what it takes for workers to maintain their relative share of national output.

Although cost-of-living clauses were attacked continuously in 1983 by employers attempting to further erode workers' living standards, COLAs were for the most part maintained and in some cases improved. The new agreement between Chrysler and the Auto Workers restored wage and benefit parity with the rest of the industry for 85,000 workers. It provided an immediate $1-per-hour pay increase that was retroactive to Aug. 15, 1983, as well as four additional "recovery" COLAs over the life of the contract, which were designed to restore wages lost in earlier concessions. Under the terms of the agreement, regular quarterly COLA increases, based on the formula of one cent an hour for each 0.26-point rise in the CPI, would also continue.

Deferred Wage Adjustments in 1984*

Percent Increase	Workers in thousands	Percent of Total
Under 3 percent	1050	31%
3 and under 6	1506	44
6 and under 9	757	23
9 and over	79	2
Total	**3392**	**100%**

*Generally excludes cost-of-living increases, although some guaranteed minimum adjustments under COLAs are included.

Source: U.S. Bureau of Labor Statistics

At H. J. Heinz Company, the Food & Commercial Workers improved the COLA formula to provide one cent per hour for each rise of 0.3 point (instead of 0.4) in the consumer price index. Auto workers at Deere & Co. received an immediate 3.9 percent COLA increase (an average boost of 39 cents an hour), and maintained regular COLA payments over the 3-year contract.

In the national agreement with the Communications Workers, the Electrical Workers and the Telecommunications International Union, AT&T guaranteed that all workers will be eligible for automatic COLA payments calculated at the existing rates of 55 cents a week, plus .65 percent of the individual's weekly pay rate for each one percent rise in the CPI-U (to all urban consumers).

Despite being threatened by cuts in employment and production, unions in many troubled industries were able to maintain their existing COLA provisions, thereby protecting their members from inflation. The Operating Engineers at Ford Electronics & Refrigeration Corp. in Indiana, for example, managed to win wage increases, and continuation of their automatic quarterly cost-of-living pay adjustments calculated at one cent an hour for each 0.4 point movement in the CPI-U. Auto workers at J. I. Case settled on an agreement that continued automatic quarterly COLA calculated at the existing rate of one cent an hour for each 0.26 point rise in the CPI-W.

Despite an overall anti-union political and economic environment, organized labor had some success in forcing flagrant labor law violators to bargain fairly with unions in 1983. The National Litton Campaign showed signs of progress when Litton Industries' chairman proposed the creation of a joint labor-management committee to study "how collective bargaining and industrial relations between the company and its unions can be improved." Before that, the AFL-CIO Industrial Union Dept. had helped coordinate the efforts of 12 unions to publicize the firm's labor law violations.

The 20-year battle between J. P. Stevens & Co. and the Clothing & Textile Workers moved closer to complete victory in October when they settled the last eight complaints of unfair labor practices that had been brought by the union. Stevens agreed to pay $3 million in back wages to some employees and to recognize and bargain with the union at ten plants.

Lucky Stores, Inc., a California-based retail chain and the third largest chain of grocery stores in the nation, announced that it would stop buying lettuce from Bruce Church, Inc., because of a ruling by the California Agricultural Labor Relations Board that the grower had refused to bargain in good faith with the United Farm Workers.

The need for a national industrial policy was made evident by the fact that many basic industries did not share at all in the economic recovery of 1983. Collective bargaining in these sectors remained extremely difficult, and in many cases wage concessions had to be made. Frequently, however, unions managed to obtain alternative benefits; for example, greater job security, increased company financing of Supplemental Unemployment Benefits, or a share of future profits. In some agreements the cuts were to be restored by the end of the contract, and in others the concession was treated as a loan and not a giveback.

The steel industry has been one of the sectors hardest hit by the recession and foreign competition, and workers were forced to make some concessions. In their agreement with the eight basic steel companies, the Steelworkers gave up approximately $1.25 an hour, most of which will be restored by the August 1986 termination of the agreement. Although the COLA clause was retained, workers also gave up the first five quarterly adjustments. They did win increased company financing of their Supplemental Unemployment Benefits and gained additional guarantees of weekly benefits to laid-off workers, regardless of the condition of the fund. The Steelworkers also organized public and legislative opposition to U.S. Steel's plan to import British steel. In December, the company announced that it was abandoning the venture, which would have resulted in further job losses.

The Steelworkers and Wheeling-Pittsburgh Steel Corp. settled on a 3½-year contract that contained wage and benefit reductions averaging about $3.65 an hour, all of which will be restored in stages by the end of the contract, except for 80 cents an hour to be used to finance a new fund to aid laid-off workers who have exhausted their regular Supplemental Unemployment Benefits. They also established a profit-sharing plan and won additional restrictions on contracting out of work plus a guarantee that the company will not close any covered plants during the term of the agreement.

In the troubled aluminum industry, the Steelworkers and the three major companies agreed on 3-year contracts that provided no specified wage increases, but did continue automatic COLAs, reduced some benefits, and improved others. The contracts also require the companies to give 90 days' notice of plant shutdowns.

Rubber Workers at a Kelly-Springfield Tire Co. plant in Tyler, Tex., agreed to reductions in labor costs in return for company assurances that it will spend $250 million to convert the facility to the production of radial tires. The rubber industry has been harmed by the flood of imports from Korea, East Germany, Brazil, and other countries.

Because many of the problems facing unions and their members require political and legislative solutions and with 1984 being an election year, worker interest in Political Action Committees (PACs) increased over the course of 1983. In recent years, the huge sums of money pumped into the campaigns of anti-union candidates by the PACs of corporations, trade associations and right-wing organizations have had an enormous impact on election results. Their PACs now outnumber labor PACs 10-to-1; in funding, labor is being outspent at a 5-to-1 rate.

One method of reversing this trend is the payroll checkoff by workers of voluntary political contributions to their union PACs. Union members cannot match corporate political spending dollar for dollar, but they can keep pro-labor candidates in the running. One of the major ways to start a political checkoff program is to negotiate for it. The payroll deduction of workers' voluntary political contributions is a legitimate item for collective bargaining and can be negotiated like any other contract term.

The Service Employees (SEIU) has been actively involved in helping locals negotiate political check-

offs as part of their bargaining agreements, with 55 locals now having such provisions. SEIU members in Harrisburg, Pa., set up a political checkoff through their credit union. The Machinists have negotiated PAC checkoffs in many of their major agreements, including contracts with Boeing, Lockheed, and United Airlines. In earlier years in its coordinated bargaining role, the IUD helped secure PAC checkoffs for participating unions at Square D, Rockwell International and GTE.

Deregulation, bankruptcy and the threat of bankruptcy, recession, and outright union-busting attempts, all threatened organized workers and collective bargaining in many industries in 1983. Deregulation transformed orderly price structures into a chaotic mess, thereby imposing additional financial stress on many corporations that were already weakened by the recession.

But not all of the companies making use of the liberalized provisions of the Bankruptcy Reform Act of 1978 were actually going broke. The Manville Corp. was one of the first major solvent companies to make use of the new bankruptcy code to abrogate the company's obligations to workers, and several other companies quickly followed. In April, Wilson Foods made use of Chapter 11 of the bankruptcy law to break its contract with the Food & Commercial Workers. In early 1984, the U.S. Supreme Court ruled in a case involving a New Jersey company, Bildisco & Bildisco, and the Teamsters that companies could make use of federal bankruptcy laws to break their collective bargaining agreements. The court concluded that the only stricture of federal labor policy that need to be served is that the company make "reasonable efforts" to reach a voluntary agreement with the union. But it would not be necessary for the parties to have "bargained to impasse" before the contract could be cancelled. The AFL-CIO is pressing Congress for legislation to tighten the bankruptcy law so as to repair the damage done by the court decision.

The airline industry suffered from the backlash of deregulation and bankruptcy throughout 1983. Braniff went bankrupt, and several airlines showed evidence of financial stress. Many of the new carriers are non-union and have introduced wage provisions that sharply undercut union standards, but even this has not assured their solvency. Among the major airlines, Continental filed for bankruptcy, and others, including Eastern and Hawaiian Airlines, threatened bankruptcy during negotiations as a means of gaining concessions.

While in many cases unions were forced to make wage concessions, they were often able to gain in return increased job security, greater access to the company's books, and some input into management decision-making.

Under a new agreement with Eastern, workers will concede up to 18 percent of their wages in exchange for 12 million shares of the company's stock, valued at $72 million, and three million shares of preferred stock worth $260 million. The value of these shares is equivalent to about one-fourth that of the company. The Machinists, Transport Workers and Air Line Pilots Association will continue to have access to Eastern books and will gain the right to appeal business plans they deem unwise. The unions will now have four employee representatives among the 21 directors on Eastern's board.

At Western Airlines, the five unions agreed to a 10 percent pay cut in exchange for six million shares of common stock. Members will also be covered by a profit-sharing plan that will pay out 15 percent of the first $25 million in annual profits and 20 percent of anything in excess of that amount. The plan will be effective during the carrier's first two profitable years. The unions involved in the settlement were the Transport Workers, Air Line Pilots, Flight Attendants, the Air Transport Employees and the Teamsters.

The Machinists and ALPA settled with Republic Airlines on a contract that calls for a 15 percent pay reduction to last 9 months in return for a profit-sharing plan through which employees receive stock options equivalent to 25 percent of the company's first $60 million in profits.

At Continental, labor strife continued throughout 1983 and into 1984, as the company continued to misuse federal bankruptcy laws to break contracts with its unions. Frontier Airlines threatened its unions by establishing a new, non-union carrier—Frontier Horizon—which further exacerbated problems in the industry.

Economic fallout from deregulation also led to a seven-week strike against Greyhound Lines by the Amalgamated Transit Union. In addition to taking a 7.8 percent cut in wages, workers were forced to start contributing 4 percent of their gross earnings to the pension plan. Previously, the company had paid the entire cost. Paid holidays were reduced to eight for all employees, down from 10 for operating employees and 12 for some office employees.

With unemployment remaining at high levels and many industries threatened with further decline, job security remained a major bargaining issue in 1983. Unions sought greater protection from layoffs, plant closings, runaway shops, and technological unemployment. In return for lower wage increases, many unions negotiated provisions such as guaranteed retraining programs, improvements in supplemental income protection plans, and financial and other assistance for displaced workers.

The break up of AT&T, along with rapid changes in technology, made employment security a vital issue for the CWA and the IBEW. The settlement established new career development training programs (separate from the existing "job specific" instruction) that are to be set up by each entity of the Bell system within a year. AT&T also agreed to develop a job displacement training program for workers whose jobs were being terminated or reclassified and to aid workers in qualifying for anticipated job vacancies within the company. Employees will also be informed of any potential job termination and be offered the training required for anticipated job openings. Training Advisory Boards, consisting of three management and three union representatives, were to be set up to give advice on training needs and curricula, evaluate courses and encourage participation. Workers also won improvements in their supplemental income protection plans, which provide benefits to employees who are forced to leave the company because of technological change or layoffs, or who are reassigned to lower paying jobs or to work locations requiring a change of residence. The monthly benefits of up to $400 will now continue for 48 months. Within 60 days after leaving the company, workers will also receive a lump-sum payment of $2,000 for those with less than 25 years of service, $2,500 for those with 25 to 30 years of service, and $3,000 for those with 30 years or more of service.

Deferred Wage Adjustments in 1984, By Industry

Selected Industry	Percent Increase
All Private Nonagricultural Industries	4.1%
Manufacturing	4.2%
Nonmanufacturing	4.1%
Construction	5.7%
Transportation, Communications, and Utilities	2.8%
Wholesale and Retail Trade	4.9%
Services	6.2%

Source: U.S. Bureau of Labor Statistics

In three-year agreements with 13 glass container companies, the Glass, Pottery and Plastic Workers won improvements in job security provisions that included 90 days' pay if the employer cannot give 90 days' notice of a shutdown, five years of recall rights for laid-off workers instead of two years, insurance continuation for six months for laid-off workers, and provision for the negotiation of severance benefits in the event of plant closings.

The Machinists and Boeing established a "new technology clause" under which the company will pay for all training expenses for employees seeking to improve their skills in after-work classes.

A new $4.8 million job training and placement program for auto workers employed by General Motors in the Pontiac, Mich. area took effect in 1983. The program is sponsored jointly by UAW, General Motors, and the State of Michigan. Half the funding is provided by the training fund established in the 1982 GM/UAW contract, with matching funds allotted under the Job Training Partnership Act.

At Deere & Co., UAW members won improvements in their Supplemental Unemployment Benefits. Laid-off workers with 10 years' service will be guaranteed 52 weeks' coverage, while those with less than 10 years will continue to be covered for up to 26 weeks. A new profit-sharing plan assures employees a guaranteed payment in February 1985 of 32 cents for each hour worked in 1984. In other years, the payments will be determined by a formula that divides stockholders' equity and profits by sales.

The Steelworkers accord with Kaiser Aluminum requires the company to give employees 90 days' notice of a plant shutdown. Xerox workers in the Rochester, N.Y., area, represented by the Clothing & Textiles Workers, accepted smaller increases in wages and benefits for a guarantee of their jobs over the three-year term of the contract. In Milwaukee County, Wisc., the State, County & Municipal Employees negotiated a two-year contract that bans layoffs during the first year and the use of outside contractors in both years. The Molders ended a boycott and an eight-month strike against Magic Chef, Inc., with the ratification of a three-year agreement that retains most of the job security provisions over which the workers struck.

Some 16,000 members of the Utility Workers won a new three-year contract with the Consolidated Edison Co., which maintained their job security. The company guaranteed no layoffs unless the New York utility faces severe financial difficulty. The union resisted management demands for givebacks and gained a provision for company contributions to a new employee stock ownership plan.

With health care costs skyrocketing, there has been a great deal of pressure from employers to cut back health care benefits that workers have won through collective bargaining. Threats to health coverage include proposals for higher deductibles, reduced employer contributions and other changes that would increase out-of-pocket expenses to workers and their families.

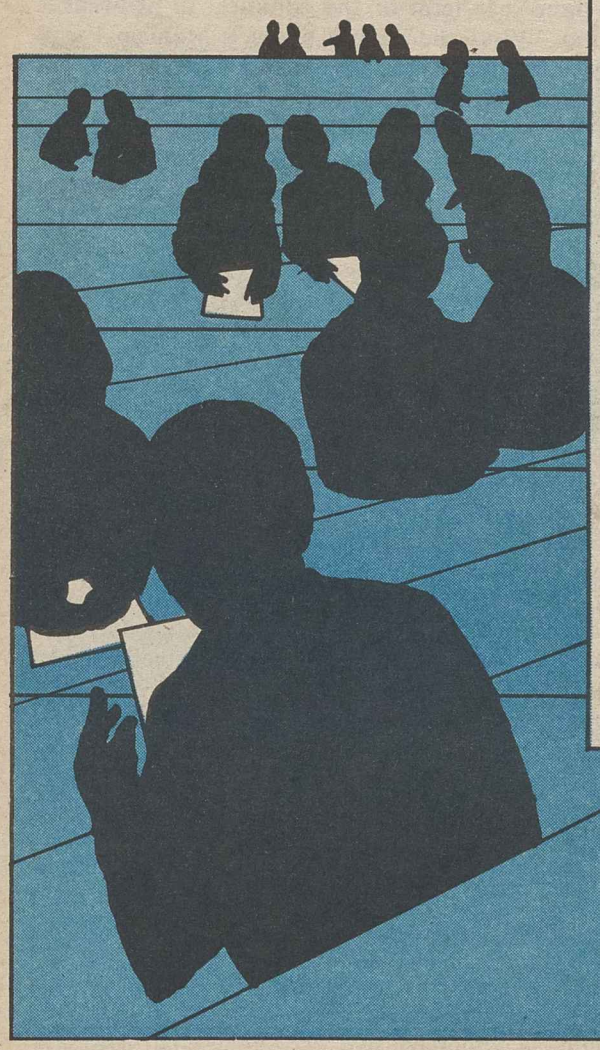
Since 1965, health care costs have doubled every five years, far outpacing wages and the cost of other goods and services. In 1983, the nation's health care bill was $322 billion, which averages out to $1,365 for every man, woman and child in the United States. These costs are all the more devastating to workers who have lost their jobs and consequently their health care coverage. The AFL-CIO has repeatedly stressed that the ultimate solution to the health care cost problem is legislative action—a comprehensive, across-the-board cost containment program that limits the rate of growth in hospital charges and physicians' fees. Also required is a program that improves jobless workers' access to hospital care and services. The Reagan Administration's only response so far has been proposals to cut essential public programs, reduce workers' health care coverage and tax health care premiums.

Unions and their members have also brought to the bargaining table non-legislative solutions which can accomplish health care cost containment. These include requirements for second opinions for elective surgery, pre-admission testing and utilization reviews to shorten hospital stays, financial incentives for physicians to perform certain surgical procedures outside the hospital, and negotiating fees with providers. These devices have been shown to reduce premium costs and, in some cases, improve the quality of care.

The UAW has been involved in a number of cost containment efforts. As of July, members at Ford and Chrysler plants in Michigan must get a second opinion for ten specified surgical procedures in order to receive full payment under the program. The health plan pays the full cost of such second opinions. The UAW also worked in joint health committees with employers and with Blue Cross/Blue Shield in establishing an ambulatory surgery program in southern Michigan under which payments vary depending on where the surgery is performed.

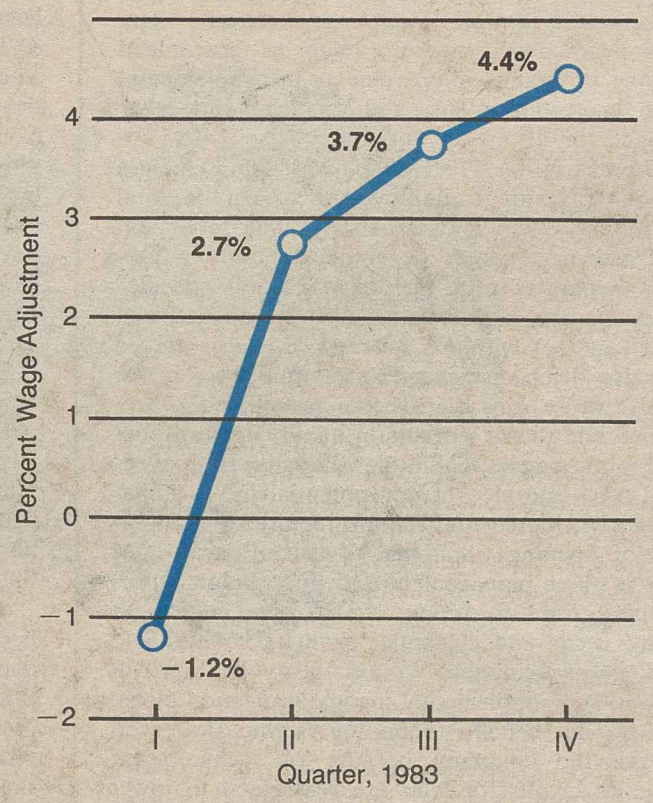
In the settlement with AT&T, the unions were able to resist the company's demand for reduced medical coverage and instead came out with major improvements. Along with the formation of a joint health care cost containment committee in each Bell Company, improvements included an extension of medical benefits for up to six months for laid-off workers and an increase in reimbursement rates for certain surgical procedures and other outpatient services from 95 percent to 100 percent of usual and customary charges. The committees are responsible for examining the major factors influencing the cost of health care, recommending appropriate cost-containment measures, participating in action-oriented local coalitions and other organizations, cooperating in review programs, and encouraging the use of HMOs by employees.

The Service Employees have encouraged each SEIU local to make health care cost-containment provisions part of every collective bargaining agreement. Apartment Building Service Employees in New York City have had cost-containment measures in their health care program since it became self-insured and self-administered several years ago. The greatest savings have resulted from mandatory



Average First-Year Wage Adjustments

in Settlements Covering 1,000 Workers or More by Quarter 1983



Source: U.S. Bureau of Labor Statistics

Wage and Benefit Increases in 1983*

All nonmanufacturing workers — 6.1%

Nonunion — 5.9%
Union — 6.7%

All manufacturing workers — 5.1%

Nonunion — 5.2%
Union — 4.8%

All Private Industry Workers — 5.7%

Nonunion — 5.7%
Union — 5.8%

*Change in the Employment Cost Index, a measure of change in wages, salaries, legally mandated supplemental benefits (such as Social Security and unemployment insurance), and other fringe benefits (such as medical insurance, paid vacations, pension plans). For twelve months ended in December 1983.

Source: U.S. Bureau of Labor Statistics

second opinions for surgery. Effective program administration, including close coordination of benefits and the creation of a schedule of fixed fees for all major procedures, also has resulted in considerable savings.

At Chrysler, a UAW education campaign was launched to encourage employees to use lower-cost health care and to switch coverage to HMOs. At Deere & Co., a joint review program has been set up to help control health costs.

Machinists at Boeing approved a contract containing revisions in medical insurance that expanded coverage for nervous disorders, home health care, vision care, care for the terminally ill, and elective surgery. The improved program was designed to encourage outpatient care and discourage hospital emergency room visits. A joint committee on cost containment also was established.

The Seafarers, in a contract with C&H Sugar Co., improved coverage to provide for full payment for pre-hospital admission testing and outpatient surgery, up from 80 percent.

Because medical costs keep going up despite efforts at cost containment, improved and expanded medical coverage continues to be an important aspect of contract negotiations. In 1983, many unions succeeded in improving employer-financed health insurance and in gaining specific plans for preventive, hospital, prescription, dental, and vision care. Other improvements included increased major medical insurance coverage for retirees.

Office & Professional Employees in a State of Massachusetts unit negotiated a provision for a state contribution of $2 a week per employee to establish dental and optical plans. The contribution increases to $4 a week in 1985.

Employer contributions to the health benefit fund of the Bakery, Confectionery & Tobacco Workers were increased from $193.17 a month to $229.16 in the first year, to $270.93 in the second year and to $276.03 in the final year, in a contract with Nabisco. A new vision care plan funded by the company was established, and improvements were made in the group life insurance plan. BC&T Workers at Sunshine Biscuit Co. won an increase in major medical insurance coverage for retirees from a maximum of $10,000 to a maximum of $25,000.

The Electronics Workers and White-Westinghouse Corp. reached agreement on a contract that increases sickness and accident benefits to $185 a week.

The Glass, Pottery, & Plastic Workers, in contracts with the major glass container companies, won improved benefits that included a $3,000 increase in life insurance coverage, bringing the range to $16,000-$18,000; and a $30-a-week increase that boosts sickness and accident benefits to a range of $160-$180. Chicago Iron Workers negotiated an increase of 30 cents an hour in employer contributions to their health and welfare fund.

The nation's two largest timber unions, the Woodworkers and the Lumber Production & Industrial Workers (an affiliate of the Carpenters), reached an agreement with seven major lumber companies in the Northwest that increases employer contributions to union health and welfare funds from $1.10 per hour, to $1.35 in the first year, $1.45 in the second year, and to $1.55 an hour in the third year of the contract.

Distillery, Wine & Allied workers at Consolidated Foods and four other food companies in California negotiated 10-day increases in the maximum allowable sick leave that can be accumulated, bringing the total to 80 for year-round workers.

Because the Reagan Administration continued its threats to make further cuts in social security, Medicaid and Medicare, pension plans remained a critical bargaining issue in 1983. Pension plan improvements took various forms—improved formulas and benefits for future retirees, lower age requirements, or increased benefits for those already in retirement.

Five unions representing workers at the American Home Products Corp. negotiated a three-step increase in the monthly pension benefit rate bringing it to $18.50 for each year of credited service; a 9 percent reduction in benefits for employees retiring at age 62, instead of 15 percent; and an increase in benefits for pre-1980 retirees. The unions involved were the Chemical Workers; Food & Commercial Workers; Oil, Chemical & Atomic Workers; Steelworkers, and the Retail, Wholesale & Dept. Store Union.

Electrical workers at White-Westinghouse Corporation won a $2 increase (to $14) in the monthly pension rate for each year of credited service, and a $7 a month supplement to the pension rate for early retirees until they become eligible for social security benefits.

BC&T Workers at Philip Morris increased their minimum pension rate to $21 a month for each year of credited service, up from $16, and members can now retire at 53 instead of 55 without an actuarial reduction in their pension. They also won improvements in disability pay, vision and dental care, and paid vacations.

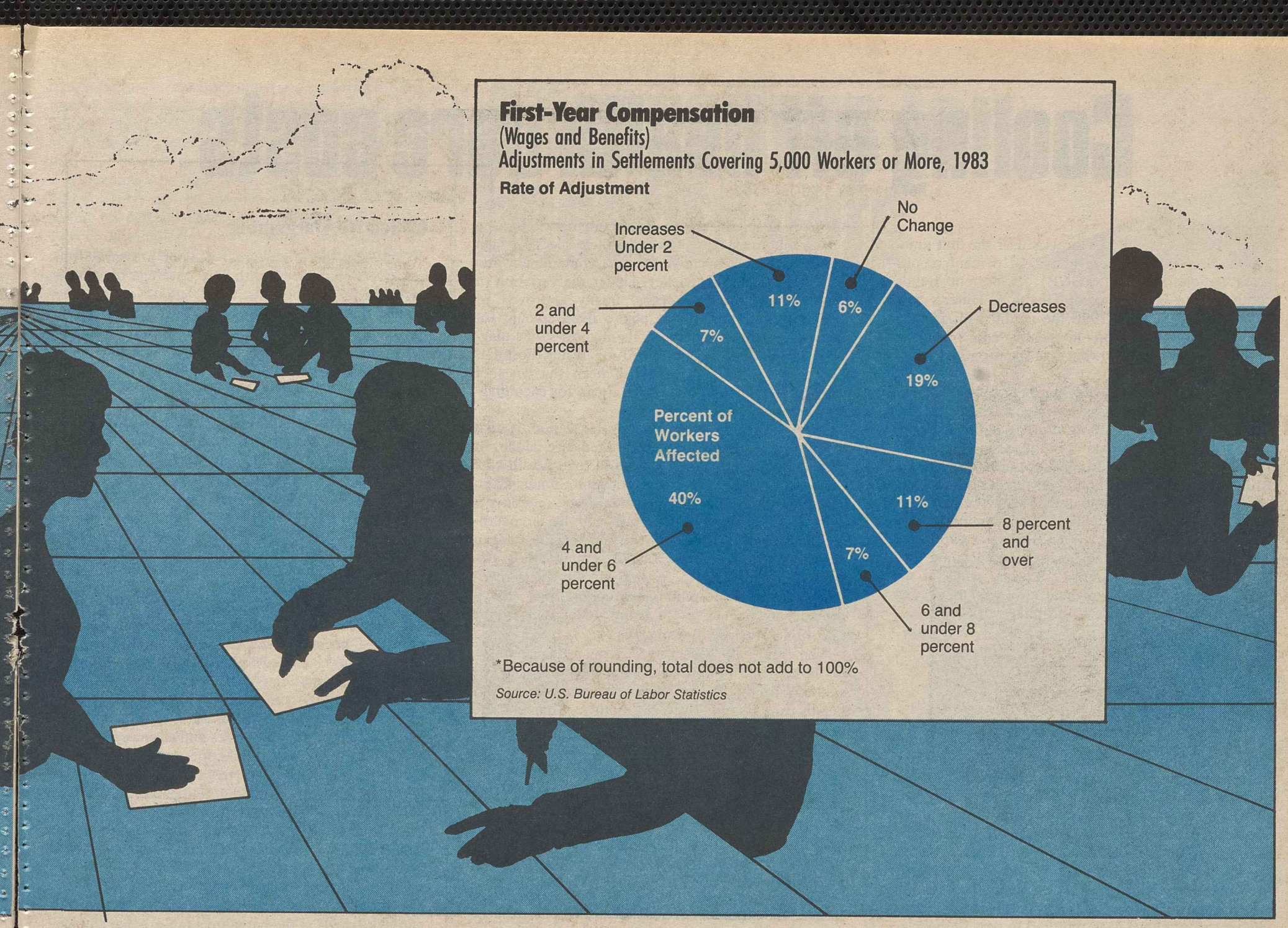
In the construction industry, improvements in pensions and other benefits generally take the form of increases in hourly contributions by employers to those funds. In any given contract, contribution levels vary with the funding requirements necessary to provide benefit payments. For example, Painters in central New Jersey negotiated increases in employers' hourly contributions from $1 to $1.10 for the pension fund and from 80 cents to 95 cents for the health and welfare fund. Laborers in eastern Massachusetts will see their contributions increase by 20 cents an hour for both their pension fund and health and welfare fund. Northern California Plumbers negotiated increases in contributions from $1.80 an hour to $3.50 for the pension fund and from $1.45 to $1.65 for the health and welfare fund. For Roofers in Philadelphia, employer hourly pension fund contributions will increase from 95 cents to $1.10, with health and welfare contributions rising from $1.40 to $1.55.

The Grain Millers and Michigan Sugar Co. reached an agreement raising life insurance coverage in two stages to $18,000, with pensioners' life insurance coverage after age 65 increased to $10,000 and after age 70 to $4,000. With a new agreement between the Allied Industrial Workers and Briggs & Stratton Corp., workers who retire with at least 30 years' service will receive a pension supplement of $200 a month until they reach age 62.

Payments made by employers to pension funds increased to 8 percent of payroll (up from 7 percent) for Graphic Communications members in their contract with the Printing Industries of Metropolitan New York, Inc. Flint Glass Workers and the Glass Container Industrial Relations Council settled on a contract which increases pension benefits from $16 to $17 a month for each year of credited service.

The push for pay equity and anti-discrimination provisions in collective bargaining agreements was given a boost by the 1983 federal court decision requiring the State of Washington to bring wages for workers in predominately female job classifications up to the levels paid workers in predominately male occupations that require comparable skills, responsibilities and have similar working conditions. The State, County and Municipal Employees, whose Washington State Federation brought the original suit, estimates that the raises will bring about $200 million to affected employees over the next two years, and another $500 million in back pay to September 1979. About 15,000 workers, mostly women, will benefit from the decision.

AFSCME members in Minnesota ratified a new two-year contract with the state government that provides for upgrading 40 percent of the jobs in the



bargaining unit based on equal pay for comparable work. The state legislature had earlier approved expenditures of $22 million to reclassify numerous state jobs, primarily in the female-dominated positions. These decisions prompted the Governor of Kansas to order a pay equity study to determine whether the 56 percent of women among the nearly 38,000 state employees are underpaid.

In June, the Newspaper Guild's Wire Service Local in New York won a $2 million settlement from Associated Press to cover backpay awards, legal fees, and an extensive affirmative action program for women, blacks, and Hispanics. The news service agreed to set hiring goals for women and blacks as well as to establish a fund for special training of women outside their current assignments or for tuition and related expenses. To bring more black reporters and editors to the Associated Press Staff a $400,000 affirmative action program will be established.

The Auto Workers and General Motors signed an agreement with the Equal Employment Opportunity Commission that ended a 10-year investigation of charges that the company discriminated against women, blacks, and Hispanics. The UAW views the out-of-court settlement as a chance to expand and enhance existing programs to give more advancement opportunity to minorities and women. Under the terms of the agreement, GM will spend $42.8 million over the next five years in programs to expand hiring, training, and promoting of women and minorities. The company will also give $15 million in endowments and scholarships to colleges and technical schools, earmarked primarily to assist GM employees and their families.

The belief that all workers should receive equal pay for equal work has led many unions to oppose employer insistence on two-tier wage systems, under which new hires are permanently paid lower rates and benefits than workers currently employed. While many unions successfully resisted these proposals, in some cases contracts containing such provisions were accepted as a last resort.

Unions negotiated reductions in worktime in 1983 in the form of additional paid holidays, longer paid vacations, and reduced service requirements for vacations.

With federal legislation making Dr. Martin Luther King's birthday a national holiday, many unions stepped up their efforts to make the day a paid holiday for their members as well. Fire Fighters in Dade County, Fla., established King's birthday as their 13th paid holiday. Brewery Workers Local 9, at Miller Brewing Company in Milwaukee also added the day as a paid holiday.

The UAW and Champion Spark Plug Co. settled on a contract that included benefit improvements of an additional annual paid holiday and a longer paid shutdown during the Christmas-New Year's Day period—six days in 1983, seven days in 1984 and eight in 1985.

The Bakery, Confectionery & Tobacco Workers won a national agreement with Sunshine Biscuit, Inc., that contained a vacation package giving workers paid leave ranging from two to six weeks depending on the number of years of service with the company. Under the terms of their contract with Nabisco, BC&T members will receive six weeks' vacation after 25 years of service, down from 30 years.

The Hotel & Restaurant Employees will receive a day off for every three months of good attendance in their contract with nine casino hotels in Atlantic City.

Besides adding an additional paid holiday for their members, the Paperworkers won five weeks of vacation after 18 years of service (down from 20) for workers in Pisgah Forest, N.C., and four weeks of vacation after 12 years (down from 15) for workers in Palatka, Fla.

Other contract provisions were established or improved by unions in 1983. In a three-year agreement, AFSCME members in New Jersey increased their annual clothing allowance from $325 to $425. The Paperworkers and the IBEW negotiated contracts with International Paper mills in four southern states that provide a $30 annual payment for safety shoes.

In Massachusetts, an alliance of AFSCME and Service Employees won state payment of part or all tuition costs for employees attending state universities or colleges.

In a contract with major food stores in Milwaukee, the Food & Commercial Workers established a legal fund and also extended personal leave to 24 months. In Chicago, the Hotel & Restaurant Employees established a prepaid legal assistance program to be funded by employer payments of three cents per hour worked.

The Screen Actors Guild and the American Federation of Television & Radio Artists, in their contracts with the Motion Pictures & Television Producers, won improvements in stunt and safety provisions, increases in prime-time rerun compensation, additional compensation as a share of home video market revenues, and an additional 15 minutes of paid time for removing make-up.

Graphic Arts workers in Chicago increased employer contributions to their educational fund from $9.50 to $13 a week.

The settlement at AT&T, with CWA and IBEW, also established a motor vehicle usage program in which employees assigned company vehicles will be permitted to park them at their residences.

Many construction industry contracts expanded employer contributions to training and apprenticeship funds, industry promotion and advertising funds, and annuity funds. For example, the Sheet Metal Workers' contract with the Roofing & Sheet Metal Contractors Association in Philadelphia increased employer payments to 16 cents an hour for an industry promotion fund and to 17 cents an hour for the apprenticeship fund (up from 7 cents). Bricklayers in Philadelphia won a 50 percent increase in their industry promotion fund. The Carpenters and the Building Trades Association in southeastern Massachusetts negotiated a 5-cent-an-hour increase in the training funds and 50 cents an hour to establish an annuity fund. Boilermakers in the south-central region of the United States, Plasterers & Cement Masons in Chicago and Operating Engineers in Ohio all increased employer payments to their apprenticeship funds.

These settlements reflect some of the leading trends that developed in the difficult collective bargaining year of 1983. Each of the highlights noted here was drawn from contracts covering large bargaining situations. In negotiating these agreements union representatives were forced to weigh the specific needs of the workers involved against the particular circumstances of each industry.

The majority of contracts settled in 1983 showed improvements in wages, benefits, and working conditions. But in those industries ravaged by recession, deregulation, foreign competition, or bankruptcy, unions were forced to reconsider some of their wage gains and seek other provisions to protect their members from unemployment. Where wage concessions were made, or wage increases postponed, unions were generally successful in securing increased job security, expanded retraining programs, or a greater voice in management decisions.

In addition to the bargaining advances mentioned here, thousands of other improvements were achieved in contract settlements throughout the nation. Some smaller contracts, for example, contained unique provisions and benefits not found in major contracts. In 1984, unions will continue to pursue those strategies at the bargaining table that best promote the interests of their members.

Cooling off health care costs

(continued from page 5.)
man, woman and child in the U.S. For the first time, health care spending rose above 10 percent of our gross national product (GNP). If current trends continue, the U.S. Dept. of Health & Human Services projects that by 1990 the nation will spend a whopping $756 billion in health care. That is approximately equal to what was spent on last year's total federal budget.

Conservatives use those numbers to make their case that we are spending too much for health care and that Americans cannot afford a national health care program similar to those in place in every other industrialized country. Ironically, the rate of growth in health care expenditures is lower in almost every country that does have a national health care system. As an example, Canada has had a comprehensive national health care system since the late 1960s and has succeeded in holding health care spending to 7 percent of GNP for almost 10 years while at the same time providing universal coverage to all citizens and a decent wage to hospital workers.

The Reagan Administration's Response

The Reagan Administration clearly will not take the decisive steps needed to control runaway health care costs. Its approach is to cut services, not control costs. Since taking office, the Administration has substantially weakened community health care services for old, sick, jobless and disadvantaged Americans. As if this were not enough, the Administration tried to pressure Congress to pass legislation which would have doubled the amount Medicare beneficiaries now pay for a basic hospital stay. Had the Congress enacted this proposal, many senior citizens would have been required to pay on the average an amount which would have consumed nearly two months of benefits for the average widow on social security.

In addition, the Reagan Administration has tried to make it harder for the economically disadvantaged to qualify for Medicaid and to force active workers to begin paying federal taxes on their collectively bargained health care benefits. The Administration sought to place a limit of $175 per family per month on the amount of tax-free contributions employers could make to worker health insurance plans. Anything over this amount would be taxable as income to employees.

The Reagan Administration claims its employee health tax proposal is designed to make workers more "cost conscious." In reality, it would result in drastic reductions in coverage for preventive care, outpatient diagnostic services, and other benefits which save money. But the Reagan scheme would leave intact coverage for hospital and surgical benefits, which have been the chief source of health-cost inflation and costly over-utilization—factors over which patients have little control.

The Administration's health tax proposal would also penalize older workers, workers living in high cost areas and those who select more comprehensive benefits plans, such as health maintenance organizations (HMOs). It would be an unprecedented intrusion into the collective bargaining process and would turn back the clock on decades of progress made by workers in winning comprehensive health care protection. At the same time it would increase taxes for a single group: workers with high health care costs.

The employee health tax is a major part of the Reagan Administration's plan to introduce what it calls "competition" into the health care system. The competition theory holds that citizens have too much health care protection and are not sufficiently sensitive to rising health care costs. Proponents of competition believe that if consumers were given economic incentives to buy less health insurance, they would become more aware of and vulnerable to rising health care costs. This increased economic vulnerability, so the theory goes, would force consumers to reduce their demand for services which would then force hospitals and doctors to reduce their prices. This theory has been the basis of a number of draconian solutions to our health care crisis emanating from the Reagan Administration. The so-called competition theory has also been behind employer proposals to reduce health insurance coverage for workers.

Early in 1983 the Administration sent Congress legislation meant to reform the way Medicare reimburses hospitals. Up to this point, hospitals have been reimbursed for whatever they spend, which has provided no incentive for cost containment and only encouraged inefficiency. Under the variation of the Administration's proposal finally approved by Congress, hospitals will be paid a fixed amount for each patient depending upon its medical staff's diagnosis of his or her condition. As a result, hospitals will have a strong incentive to keep the costs of treating patients under the federal cap for each diagnostic-related group (DRG).

The major problem with this legislation is that the new payment plan covers Medicare alone. It won't restrain the rate of growth in total health care costs, and providers will have a strong financial incentive to shift costs onto employers, employees and already overburdened state and local governments, which have been severely hit by the Reagan Administration's budget cuts. The new DRG system will do nothing to restrain growth in unnecessary, expensive hospital construction, nor will it provide any incentives to bring under control the rate of increase in doctors' fees.

The AFL-CIO has been working with a number of its affiliated unions to develop organized labor's solution to the serious problems we face in our health care system. However, both in Congress and in collective bargaining negotiations trade unionists meet resistance from those who have promoted or succumbed to the myth that workers do not care about rising health care costs because they do not pay for health care. This faulty reasoning completely ignores the fact that workers give up a great deal at the collective bargaining table to preserve health care coverage, and that very few workers have 100 percent health care coverage.

The second myth that works against organized labor is the attitude that hospital workers are responsible for rapid inflation in hospital costs. The fact is that over the past 10 years payroll costs have been decreasing as a percent of hospital costs despite a significant jump in the total number of workers employed by each hospital.

The AFL-CIO Position

For some years the AFL-CIO has taken the position that the health care system is poorly managed and that incentives to make hospitals genuinely more cost conscious ought to be added to public and private health insurance programs. Organized labor supported the Administration's plans to introduce the concept of prospective budgeting into the Medicare system, while arguing that they did not go far enough.

The Kennedy-Shannon bill is a comprehensive, across-the-board cost containment program, which limits the rate of growth in hospital costs and physicians' fees. It would control reimbursement to providers from all payors, public and private, and strongly encourage states to establish their own cost containment plans within federal guidelines. Wages and benefits of non-supervisory personnel would be protected and special allowances would be given to inner-city and public hospitals. The legislation would impose immediate federal controls on the rate of growth in hospital costs and doctors' fees. The annual rate of growth in each hospital's revenues would be limited to a predetermined amount, which represents increased operating expenses and wages and fringe benefits for non-supervisory employees. There would be adjustments for changes in the number and types of admissions and for renovation or expansion which has the prior approval of the state planning agency. Higher costs incurred by a hospital providing a disproportionate percentage of its services to low-income patients in comparison with facilities of similar size and location would also be allowed for.

Federal controls on revenues would stabilize the rate of increase in hospital costs until states can develop their own cost containment plans. States with cost containment programs already approved by the HHS would be exempt from the federal requirements. The legislation would also establish federal limits on the rate of growth in payments by all payors to physicians. To have an approved cost containment plan, states would have to set up a system to negotiate reimbursement with physicians and other providers. The legislation would also require the Secretary of HHS to study the feasibility of including within the program nursing homes and intermediate care facilities.

Collective Bargaining

Currently there is a great deal of pressure from employers to reduce health care coverage by cutting back health care benefits. Many employers cite the results of a study by the Rand Corporation as the basis of proposals to reduce health care costs by increasing workers' out-of-pocket payments. Although the results of this study appear to indicate that increasing deductibles and coinsurance payments produce short-term reductions in outpatient services, there is nothing known about whether reductions in utilization occurred in necessary or unnecessary services and what effect this will have on utilization of hospital care, the most expensive service in our health care system.

Nevertheless, employers have seized upon the results of the Rand study as justification for cutting back employees' health care benefits. National Cash Register Co. (NCR) now offers employees cash rebates to select a low option health insurance plan with high deductibles and coinsurance rates. Mobil Oil Co. sets aside an amount of money for health insurance benefits for each of its employees. The company gives cash "bonuses" to employees who live in areas that have not used up their benefit allotments.

Quaker Oats Co. has established $300 health "expense accounts" for employees and allows each worker to receive a cash refund for unused benefits at the end of the year. All of these plans reward people for underutilizing or avoiding altogether any use of health care services so that employes will realize short-term reductions in health insurance premiums. The reality is, these plans will encourage workers to go without necessary treatment, which will result in higher health care costs over the long run.

Even where unions have been able to resist health care takeaways at the bargaining table, some employers have imposed cuts on their non-union workers. Recently Ford Motor Co. imposed cutbacks on their salaried workers which the Auto Workers had rejected in its last round of negotiations. Even though cutbacks may be successfully fought by organized labor, they remain on management's agenda.

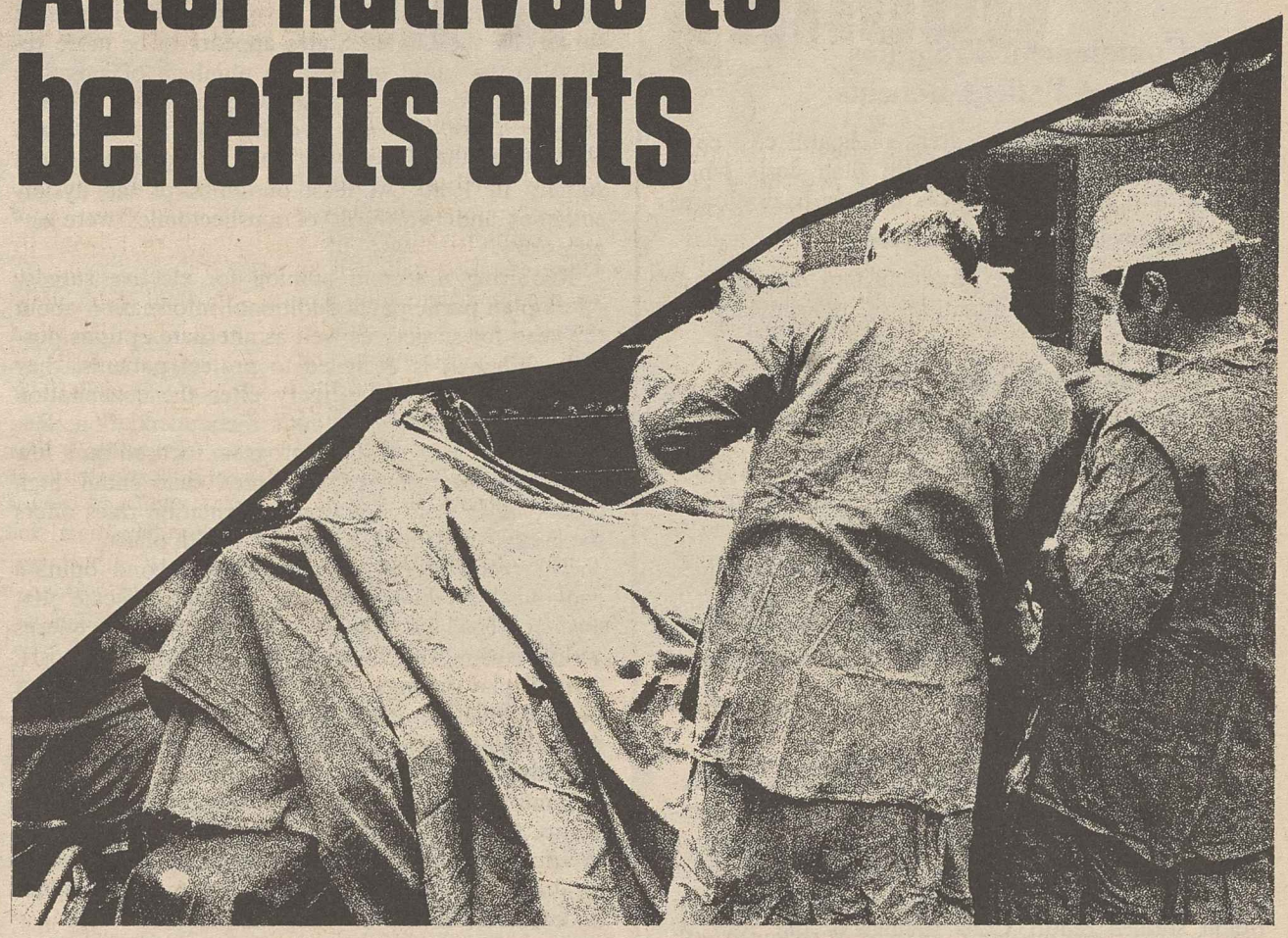
The best way for trade unionists to fight cuts in negotiated health benefits is to take the initiative at the bargaining table with proposals that reduce health care costs without imposing higher out-of pocket costs on workers. When employers are demanding cutbacks, organized labor must have alternatives or risk losing hard-won benefits. The following are examples of such proposals and estimates of how much they can reduce health insurance premiums:

Proposal	Potential Reduction in Health Insurance Premium Cost
Preadmission testing	0.8 percent
Ambulatory surgery	1.9 percent
Precertification of hospital care	1.0 percent
Second opinions	0.7 percent
Concurrent review	4.1 percent
Retrospective review	1.5 percent
Fee negotiation	3.4 percent
Hospice care	1.1 percent
Coordination of benefits	7.3 percent
Alternative delivery systems	8.5 percent
Total	30.3 percent

Taken together these initiatives can reduce health insurance premiums by 30 percent and play a major role in restraining the rate of increase in health care costs. For example, Retail, Wholesale & Dept. Store Union members in New York City found that after they instituted a mandatory second surgical opinion program, about 28 percent of initial recommendations for surgery were not confirmed by second opinions. A group of employers in Minneapolis significantly reduced hospital utilization from 856 days per 1,000 to 503 days per 1,000 by instituting a pre-admission screening program to determine whether patients being admitted into hospitals needed to be there or whether they could be treated on an outpatient basis.

In other parts of the country, hospital auditors employed by payors of health care services found

Alternatives to benefits cuts



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such practices as electrocardiograms performed three times a day on patients who did not have heart conditions, drug charges 400 percent over wholesale, and billing for intensive care treatment for people who were actually in semi-private rooms.

Researchers in New York City have found that hospital stays can be shortened or eliminated completely for certain surgical procedures. For example, current data indicates that if hernias are repaired on an outpatient basis, with patients recuperating at home rather than in the hospital, approximately $1,100 can be cut from the basic cost for this procedure of $1,600. Making this one change in collectively bargained health insurance plans could yield thousands, perhaps millions, of dollars in savings every year.

Alternative Services

It has been known for some time that HMOs provide incentives for practicing physicians to reduce unnecessary utilization, including hospital care. Many AFL-CIO unions have strongly encouraged their members to join group practice plans and other cost-effective delivery systems.

HMOs offer comprehensive health care services, including preventive care, to enrolled members for a fixed monthly fee. The prepaid fee covers treatment in HMO facilities and in hospitals and removes financial incentives for providers to perform unnecessary tests or hospitalize patients who could be treated on an outpatient basis. Since 1973, enrollment in HMOs has jumped from 3 to 12 million members. Studies have shown that group practice members are hospitalized only half as often as non-HMO members. As a result, HMO premiums, which include coverage for preventive, diagnostic and catastrophic care, are competitive—and sometimes lower—than private health insurance plans which offer a more limited benefit package, impose higher out-of-pocket costs on patients and fail to monitor the quality of care received.

Given a choice between a viable group practice HMO and a so-called "preferred provider organization" (PPO), the AFL-CIO favors HMOs. Physicians who participate in group practice HMOs agree to provide health care services to subscribers who are enrolled on a capitated basis.

But not all union members can or wish to join HMOs. As a result, some unions have established contractual relationship with preferred provider organizations. Others are looking into the feasibility of this option.

Preferred provider organizations promise many things to many people. Hospitals are promised increased patient volume and improved cash flow. Physicians are attracted by the assurance of a stable patient base, less paperwork and rapid reimbursement. Insurers and third party administrators see PPOs as a way to increase their market share and improve services to subscribers. Employers and employees are promised reduced health care costs.

If PPOs make good on all of these promises and still provide quality health care to subscribers, they should be encouraged. On the other hand, consumers contemplating joining PPOs should know ahead of time how much they will be required to pay out-of-pocket for certain medical services, what limitations on services exist or what services are excluded from the plan, and whether the plan has made provision for admitting emergency patients to non-affiliated hospitals or for consultation with and transfer to non-participating physicians.

PPOs can offer subscribers a reduction in health insurance premiums, but over the long run they will do little to control the rate of increase in total health care costs.

Over the past year, more and more working men and women are being asked to join local health care coalitions. The AFL-CIO has been participating in an informal coalition with the American Hospital Association, Blue Cross, Health Insurance Association of America, American Medical Association and the Business Roundtable under the coordination of John Dunlop. Similarily, we have encouraged our affiliates and their members when appropriate to join with other community groups and the providers of health services in their areas to try to develop ways to bring health care costs under control and to assure that unemployed workers and their families, as well as others deprived of coverage, continue to receive health care when they need it.

The AFL-CIO remains convinced that the only way to assure all Americans access to quality health care they can afford is through the enactment of universal national health insurance. Until that goal is won, we should do all in our power through legislation, collective bargaining and community action to fight cutbacks, to control costs and to improve health services for all Americans.

and pension improvements. This disparity will mean even greater pressure from employers in the future to shift the rising costs of care onto the backs of workers and get it off corporate or public employers' budgets. As federal and state health plans cut back on public programs and tighten payments to hospitals and physicians, the crisis situation for privately negotiated plans will worsen. Hospitals and physicians are more than willing to stop a potential reduction in their income from one source by simply shifting costs onto other payers—namely privately insured patients.

For unions, this means the costs of negotiating retiree supplementary and unemployed worker coverage will rise dramatically due to less public program coverage, and costs of current worker coverage will soar far beyond even the double digit (15-20%) health care inflation rate. In other words, protecting health benefits will remain a central and difficult negotiating issue unless something is done to contain costs.

Fortunately, ample evidence exists that cost containment is possible without loss of high-quality benefits. Through past efforts to maintain and improve health benefits, many local unions (and some corporate plans) have paved the way to innovative cost containment programs.

These programs have a proven track record in saving health care dollars while maintaining or even improving the quality of benefits. In many instances, joint cost containment programs have been a successful bargaining strategy to head off benefit cuts. Understanding what is possible can help to contain costs and achieve bargaining goals.

Bargaining to Stop Benefit Cuts

Success at the bargaining table and identifying those programs that are beneficial for patients while containing costs depend on several basic premises:

- An understanding that patients are not responsible for the rising costs of care. Even where "trivial" use of health benefits exists due to patients who are overly worried about their health, this use amounts to a small fraction of the total costs of care. The bulk of costs goes to cover care for seriously ill patients in virtually all plans.
- A willingness to go on the offensive, asking questions and seeking answers about how the current health plan is run and what are the basic sources of cost increase.
- Identification of particular problems in the health plan, including possible high rates of disease due to occupational health or safety hazards.
- Development of plan specific programs designed to address perceived problem areas with strong patient protection to assure access and quality care.
- Identification of those areas where broader community (including multi-union and/or employer coalitions) action will be necessary to correct excessive cost increases, such as those areas beyond the control of an individual health plan or a smaller health plan.

The Real Cost Culprits

A brief analysis of any health plan or a few questions posed to health insurance carriers will reveal that rising costs of health care, for the most part, are due to:

- Soaring costs of each day in the hospital—especially costs of lab tests, x-rays, drugs and other "ancillary" services beyond room and board.
- Dramatic increases in physician charges and the number of procedures (including surgery) prescribed by physicians for each patient.

In addition, questions may reveal that particular health problems appear at an unusual rate for workers and family members covered by the plan. These health problems may indicate that a particular health prevention program is needed, tailored to the needs of the health plan members.

Contrary to a popular myth used by those attacking insurance coverage, analysis of a plan will show that rising costs are not due to increased use initiated by patients. On the contrary, in many plans patient-initiated use is actually decreasing.

Questioning the pattern of health services and costs will help identify whether surgery rates are excessive or whether particular physicians or hospitals stand out in ordering and charging more for patients than other community practitioners.

Union representatives can argue that genuine cost containment requires looking to health insurance, hospitals and physician practices and not blaming the patient.

By taking a more active, controlling role, unions can begin to identify past health plan practices that contribute to unnecessarily high costs.

In the past, employers have for the most part left health benefit management in the hands of health insurance carriers. Carriers in turn have largely paid bills with no or few questions asked (except of patients). In fact, since most insurance premiums are set by marking up a percentage over health claims costs, the carriers actually profit by high—and rising—health service bills.

This perverse incentive fuels that already close relationship between health insurance companies and providers of health care. With the notable exception of quality HMOs, the resulting health system has given positive financial rewards to providing more and more expensive services regardless of whether such services benefited patients' health.

These incentives have been particularly devastating because of the rapid increase in the number of physicians relative to potential patients, especially in urban areas. With the average number of available patients per physician declining 21 percent since 1970, and projections of another 20 percent decline by 1990, doctors must charge more for each service and generate more services per patient to maintain their expectations of high income levels.

The cost containment activities described below all aim to counteract inflationary incentives and hold

carriers and health service providers more accountable for assuring that care is necessary, appropriate and affordable.

Cost Containment Programs That Protect Patient Benefits

There are four general areas of health cost containment that can reduce health plan costs while safeguarding family access to quality health care:

- Improved plan administration.
- More appropriate physician and hospital use of services and elimination of unnecessary or hazardous services.
- Fee and charges negotiations.
- Prevention of disease and health maintenance.

Administrative Improvements

Some health plans do monitor health insurance carriers' administrative performance or negotiate charges assessed by these carriers for insuring and administering payment of health benefits, but many do not use this cost-cutting tool.

Coordination of Benefits

Although most plans today contain clauses requiring coordination of benefits for two-worker families to make sure that plans don't pay twice or pay for services more appropriately covered by another plan, few plans pursue vigorous COB programs. National studies report COB savings in the 5 to 10 percent of premium range where plans have a significant number of two-worker families.

Coordinating benefits with workers' compensation (often called subrogation) can yield the additional benefit of correctly identifying work-related accidents and diseases. The worker benefits from more extensive coverage of health care costs at the same time that workers' compensation picks up costs that would otherwise have been billed to the health insurance plan.

Claims Review and Audits

Traditional health insurance plans were set up to pay claims, with few questions asked. Well designed auditing programs have a proven ability to lower total costs by spotting overbilling or inappropriate billing and questioning discrepancies between what was billed and what was ordered or performed.

Weekend Admissions and In-Hospital Testing

Many plans now include clauses to restrict non-emergency weekend admissions or keeping patients in a hospital over the weekend. These clauses are designed to reduce payment for hospitalization where the use was solely to fill an empty bed rather than provide a necessary service. Similarly, admitting patient to the hospital to conduct diagnostic tests increases costs unnecessarily.

Tightening Contracts with Insurors

The charges for insuring and administering a health plan vary widely from as low as 3 to 5 percent of premiums to in excess of 15 percent for group plans. These charges, often called the "retention" rate, are negotiable. In many areas of the country it is possible to write contracts for health claims administrators for fixed fees rather than percentage arrangements and to tie full payment of fees to administrative performance.

Self insurance—holding reserves directly rather than using an insurance carrier—can also save funds by avoiding premium taxes (for commercial carriers) and by increasing earnings on insurance reserves. Labor representatives need to monitor self-insured plans carefully, however, to ensure that funding is adequate to cover costs of health care.

Improved Utilization Programs

The primary driving force behind health care inflation today is rising hospital costs, including costs of surgical and ancillary care while hospitalized.

Programs which decrease hospital use, by lowering admission rates, by shortening lengths of stay or by reducing unnecessary or hazardous services are among the most cost-effective efforts to contain health plan costs. Decreased use of hospitals, in fact, is the major source of health maintenance organization (HMO) savings.

Significant savings can also be posted by lowering use of expensive services. Joint, coordinated action of labor, management and insurance claims carrier can be effective and achieve maximum savings.

Mandatory Second Opinion

Mandatory second opinion surgery programs are based on evidence that indicators for surgery are often imprecise, and that the growing incidence of surgery in the United States appears to be more related to the rapid increase in numbers of surgeons per population than to a growing need for surgery. Surgery rates are now growing four to six times faster than the population. One in ten people had surgery in 1980. At least one-third of the hysterectomies and two-thirds of tonsilectomies were unnecessary.

Requiring a second opinion for elective surgery offers plan participants additional information about the need for surgery as well as alternate options possible. When it is designed to protect patients, they remain free to elect surgery after the consultation regardless of the consultant's recommendation. Recent studies suggest that a program focused on a few frequently performed procedures that entail high costs or that yield high non-confirmation rates offers the greatest potential savings for health plans.

The track record of mandatory second opinion programs has been dramatic. Studies indicate that even a broad program for all elective procedures yields over $2.60 for each dollar of program costs. Overall plan savings range from 3 to over 6 percent of total premium costs. Many carriers will now give immediate premium reductions for a second opinion program.

Family acceptance of the program is key to its ability to improve quality of care and contain costs. Whatever the structure, the program requires an on-going education program to ensure that families understand and use the program properly.

Alternatives to Hospitalization

Most traditional health insurance plans emphasize in-hospital coverage to the exclusion of ambulatory, alternative care settings. As a result, patients often find their coverage ends or drops off substantially after they leave the hospital although their need for care continues. This gives providers and patients incentives to prolong lengths of stay.

For instance, many plans pay for full in-hospital benefits while home care, nursing home care, hospice care, out-patient care for mental or nervous conditions, revert to Major Medical deductibles, co-insurance, or are uncovered altogether. A well-administered plan can limit use of extended benefits to those who would otherwise be in the hospital, while removing financial barriers to lower-cost alternatives to hospitals.

Utilization Review

Utilization review of hospitals is possible on a prospective, concurrent or retrospective basis. In each instance systems require an aggressive monitoring of claims and evaluation of patterns of care.

Prospective review, or pre-admission screening, reviews elective hospital admissions to determine whether the patient's condition requires hospitalization and at what level.

Concurrent review looks at the necessity and appropriateness of treatment and continued in-patient care during a patient's hospital stay. Coupled with a well designed benefit package that allows health care alternatives to hospital care, concurrent review can reduce length of stay.

Retrospective review examines whether care delivered was appropriate and, accordingly, whether or not to pay the full claim. Usually only claims involving high cost and lengthy stays are reviewed. They can provide considerable savings per case and potentially influence future patterns of care if providers are concerned that they will be denied payment for services rendered.

In all types of utilization review, it is vital to include a provision to hold the patient harmless—not responsible—for any claims denied by the plan. This protection of patients and their families stops providers from billing families for denied claims. The protection will also help enlist patient support and understanding of the program.

Utilization reviews of all types require careful coordination with all other features of plans, monitoring to protect benefit quality and coverage, a strong education program, and strong protection for patients and their families. As in other cost control programs, utilization review works best when insured families see it as in the interests of patient health, so an active labor role is essential to make sure patients are protected.

Fee Schedules and Fee Negotiations

Most health plans now pay physicians according to a practice referred to as Usual Customary and Reasonable (UCR) fees. This practice entails profiling current community fee patterns and paying fees as billed, up to some proportion of total physicians in the community. UCR allows constantly escalating fee patterns since insurance merely follows the market from year to year.

This practice also has become particularly inflationary because of the trend toward fewer patients per practicing physician and an emerging doctor surplus. As more families get double insurance coverage, physicians seeking to increase fees make out particularly well. Although each plan may limit its allowable fee below a community level, if a family has two policies, the two combined will often pick up the full fee.

This spiral is likely to accelerate in the future as doctors coming out of school find it harder to achieve incomes comparable to more senior practitioners with well-established practices. Hospitals with excess beds are also more than willing to raise charges to cover the costs of idle equipment.

One mechanism for breaking this cycle is to drop UCR altogether in favor of fee schedules that fix a fee per service for all physician procedures.

Once the fee schedule is established, a plan can identify those physicians who will take the plan's fee as payment in full. The plan can provide the list of those doctors to insured families. This can be done without a formal panel of physicians, and families can remain free to choose any physician whether or not plan fees were accepted in full.

A fee negotiation program is a vital sister program to establish along with a fee schedule. This program enables the plan to negotiate on behalf of covered families whenever a fee is charged which exceeds the plan's allowable fees. Without this safeguard, attempts by the plan to control fees would translate to exposure of families to uncovered bills as physicians resort to billing patients directly.

Negotiations with hospitals and groups of physicians, and especially dental groups, over fees is also possible. Recently, a wave of hospitals and physician group sponsored "preferred provider organizations" (PPOs) have begun actively marketing to employer/employee groups with offers of discounts in return for preferred plan status. Careful evaluation of any PPO, especially those set up by providers to capture a greater share of patients in the community, is necessary to determine whether the plans will indeed produce savings and if so, at what cost to quality and access to care.

In general, the larger the insured population the more successful are fee and charge negotiations. Multi-union and employer groups can negotiate together while maintaining separately administered health plans.

Prevention and Health Maintenance

Programs that improve or maintain workers' and family health can generate substantial long-term savings.

Employee assistance programs, especially for alcoholism and substance abuse, have spread rapidly in recent years with wide success. Reports from many of the programs indicate that 60 to 70 percent of those accepting treatment are helped, reducing work time lost, family stress, accidents and other related problems as well as health care costs.

Work site delivery health care programs have been particularly successful. Long-term studies of hypertension detection and treatment programs, located at or near work sites, indicate dramatic reductions in death and hospitalization rates due to reduced heart attacks, strokes and other hypertension-related disease.

Community-Wide Programs

All the above programs offer substantial savings potential depending on the individual health plan's past experience, the behavior of local area hospitals and physicians, and the characteristics of covered workers and their families.

But to the extent that plans succeed in curbing inappropriate use of hospitals or excessive prescribing of services, they may still experience "catch-up" cost increases later if health institutions and individual providers are able to raise charges to make up for reductions in use.

In addition, as long as current reimbursement practices generally encourage expansion and acquisition of new, expensive health technology—even where it duplicates existing services—individual plans may lack the leverage necessary to control overall costs. When an individual plan seeks to depart from cost patterns set in the surrounding community, it may find that covered patients and their families are denied access to care.

Counteracting that ability of providers to play health plans off against each other calls for local, state and national united action.

Union-busting hospital ordered to recognize Teachers' nursing unit

By Susan Dunlop

A federal court ruled that a Milwaukee hospital must bargain with its nurses—even though their union narrowly lost an election—because the hospital, advised by a union-busting consultant, committed unfair labor practices so excessive that a fair rerun election is impossible.

The Court of Appeals for the District of Columbia upheld a National Labor Relations Board order that requires St. Francis Hospital to recognize and bargain with the Federation of Nurses & Health Professionals, an affiliate of the Teachers. The vote in a 1979 NLRB election went 100-95 against the union.

The court pointed out, however, that prior to the hospital's unlawful interference in the election, a majority of the 207 nurses employed at St. Francis had signed authorization cards indicating support for a union.

The case stemmed from a 1979 organizing campaign. By Aug. 17, the union had collected 123 signed cards, and the NLRB scheduled an election for Oct. 26.

In September, however, the hospital hired Modern Management, Inc., a notorious union-busting firm from Chicago that has been implicated in a number of other major unfair labor practice cases.

The union charged that Modern Management had advised supervisors on how to talk to employees to discourage them from voting for the union. These conversations were the basis for most of the federation's complaints which were upheld by the NLRB.

The board in its decision also found that the hospital had acted unlawfully when it promised the nurses a variety of benefits, including wage increases, only days before the election, and when it had interrogated employees about their union sympathies, threatened union supporters and refused to let nurses attend union-sponsored educational seminars although it had previously permitted—and paid for—such attendance.

In response to charges filed by the union, an administrative law judge ruled that the hospital had unlawfully coerced its employees and poisoned the atmosphere at the election. As a remedy, the judge ordered St. Francis to recognize and bargain with the AFT unit. The judge's decision was later upheld by the NLRB.

That order, issued before Reagan appointees tilted the balance of the board, was handed down by former NLRB members John H. Fanning and Howard Jenkins, Jr., and Don A. Zimmerman, who still serves on the board.

Although the union had filed similar charges against Modern Management, the administrative law judge dismissed them, but did recommend that the union be permitted equal access to employees on hospital grounds. The federal court, however, decided that the access remedy was unnecessary.

The court affirmed the NLRB's right to order bargaining despite the union's election loss in cases where there is a clear majority support for a union and where the employer's unfair labor practices "have the tendency to undermine majority strength and impede the election process."

Lasting impact

The court pointed out that the NLRB may properly consider "the extensiveness of an employer's unfair practices in terms of their past effect on election conditions and the likelihood of their recurrence in the future."

Both the NLRB and the appeals court rejected the hospital's contention that it should not have to recognize the union prior to a new election because it had mended its ways and improved some employee relations practices since 1979.

The NLRB pointed out that the hospital's "course of retaliatory unfair labor practices" throughout the organizing campaign were pervasive and severe enough to have a lingering effect on employees.

The board also noted that the employer's refusal to let nurses attend any more union-sponsored seminars came after the election was over. That move, the NLRB said, was evidence that the hospital would continue to punish employees "for their union activities."

Barbara Janusiak, a St. Francis nurse who had been active in the organizing drive, called the decision "a great victory for nurses" at the facility.

"This shows that registered nurses can't be intimidated or deprived of their rights by anti-union consultants," she stressed.

Candice Owley, president of the Wisconsin Federation of Nurses & Health Professionals, said the victory "showed that the hospital, which chose to violate the law, cannot get away with illegal practices."

Clarence Mitchell mourned as ally in rights struggle

Clarence M. Mitchell, Jr., the legislative strategist of the civil rights coalition at the time of its greatest triumphs, died at 73 and the AFL-CIO expressed the "deep sorrow" of his trade union allies.

"He knew that the fight for racial justice is everybody's fight and that it is bound tightly with the fight for economic justice," AFL-CIO President Lane Kirkland and Sec.-Treas Thomas R. Donahue said.

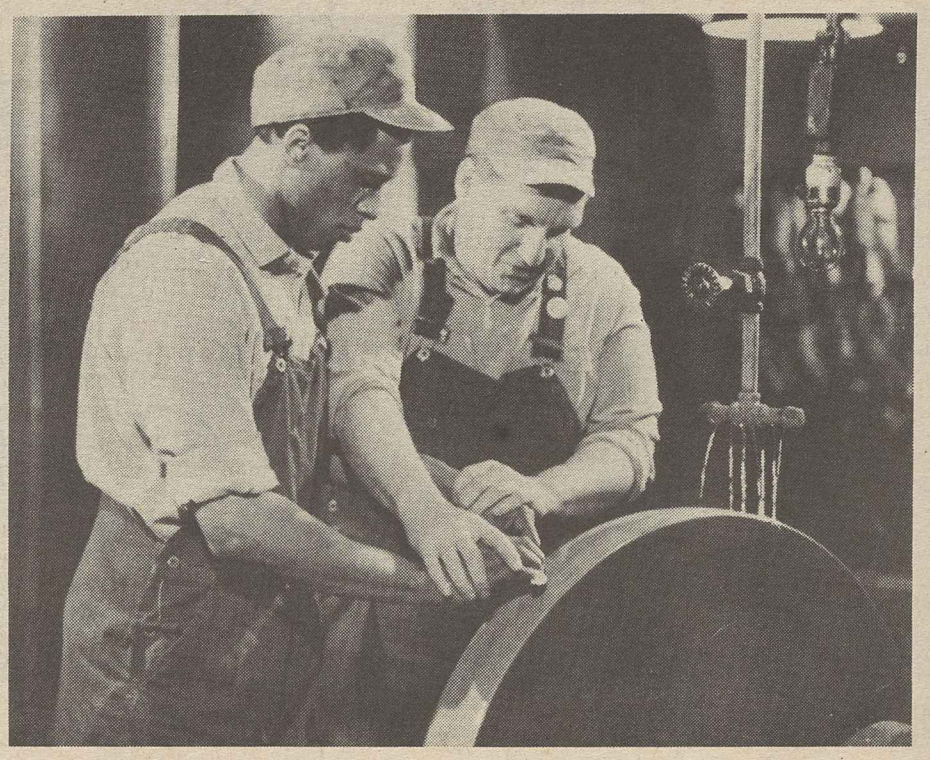
Their letter to Mrs. Juanita Mitchell, who shared her husband's commitment to the civil rights cause, noted his long association with the union movement, dating back four decades when he served as the first director of the NAACP's labor division.

Mitchell, who died Mar. 18 after a heart attack, was Washington director of the NAACP and legislative chairman of the Leadership Conference on Civil Rights during an era that saw the passage of the breakthrough 1964 Civil Rights Act, followed by the Voting Rights Act and fair housing legislation.

During those years, Mitchell earned a reputation as the most effective and most skillful lobbyist on Capitol Hill—always persuasive, seeking accommodation but holding firm on principle.

He was chairman of the Leadership Conference, the coalition he helped form before his retirement in 1980.

Because of his dedication, "millions of Americans, black and white, are better off," Kirkland and Donahue stressed. Their letter noted Mitchell's awareness "that the fights for labor law reform and full employment measures were a continuation of the struggle for the civil rights, voting rights and fair housing laws."



Actors Damien Leake and Clarence Felder in "The Killing Floor."

Public TV drama depicts stockyard union struggle

"The Killing Floor," a film about the efforts of Chicago stockyard workers to organize a union, will be televised on public broadcasting stations Apr. 10.

The two-hour drama will be part of PBS's "American Playhouse" series and is the first production in public television's "Made in U.S.A." series about the history of working people in America.

The film, based on actual events and people, tells the fictionalized story of Frank Custer, a black sharecropper from the South who moves to Chicago in the early 1900s in search of work and who helps organize a union—a forerunner of the Food & Commercial Workers.

Although the stockyard workers' union is interracial, tensions build when employers refuse to negotiate and attempt to bust the union by hiring desperate black migrant workers to undercut the union and break a strike.

Custer and other workers are caught in the dilemma and are forced to choose between loyalties.

The production stars Emmy Award winning actor Moses Gunn, with Damien Leake and Academy Award nominee Alfred Woodard in leading roles.

David Brody, history professor at the University of California, pointed out in a review of the film that it not only underscores the problems faced by workers in their struggle to organize, but also provides a "sense of the place of ordinary working people" in shaping American history.

"The Killing Floor" was produced with backing from a wide spectrum of labor organizations as well as foundations and corporations.

Major union supporters were the Communications Workers, the Steelworkers, the Operating Engineers and the Food & Commercial Workers. Other major funding was supplied by the National Endowment for the Humanities, American Playhouse, the Ford Foundation, the Corporation for Public Broadcasting and the Rockefeller Foundation.

In addition, 40 other unions and labor organizations contributed to the funding for the production, including the AFL-CIO.

A resolution adopted at the 1983 AFL-CIO convention praised the "Made in U.S.A." series as one of the "most ambitious, potentially significant" efforts to assure that American workers are portrayed fairly and honestly on television.

The entire six-program series will cover the history of American workers and their unions from 1835 to about 1945. Scripts or research have been completed for the remaining five programs.

"The Killing Floor" is scheduled for broadcast on the PBS network on Apr. 10 at 9 a.m. EST, but local listings should be checked to confirm date and time.

Midwest sweep a tonic for Mondale

Continued from Page 1

Hart's supporters boycotted Puerto Rico's primary, in which more than 150,000 persons voted and Mondale won all 48 delegates at stake. Glenn's supporters called rump caucuses attended by 2,500 persons who elected an all-Hart slate. Presumably, the Democratic convention will be faced with rival delegate challenges.

In Arkansas caucuses, Mondale led with 43.9 percent of the vote and 20 delegates to 30.4 percent and nine delegates for Hart, with 19.9 percent and eight delegates for Jackson. There were votes but no delegates for an uncommitted slate.

In South Carolina, which Sen. Ernest F. Hollings clearly would have won if he hadn't dropped out of the contest, most of the votes were for an uncommitted slate, with Jackson leading the three active candidates with 25 percent of the vote.

In Mississippi, where ballot-counting has been slow, mostly complete caucus results showed a narrow grouping of 30.9 percent uncommitted, 29.9 percent for Mondale, 27.9 percent for Jackson and 11.4 percent for Hart.

Union vote

In the industrial states, network polls agreed that union members were giving solid majorities to Mondale. Hart, meanwhile, continued to hammer at the former Vice President as beholden to what his campaign literature terms "the special interest bosses."

On more concrete issues, an ABC exit poll in Illinois found that Mondale was rated more favorably than his two opponents on ability to handle foreign affairs, produce a strong economy, hold down unemployment, reduce the federal deficit and hold down taxes.

An NBC poll found similar reactions and indicated that Mondale's margin of victory would have been even greater if Jackson had not been in the race.

Mondale made clear in election-night interviews that he didn't consider himself a front-runner and there would be no complacency in his campaign.

As do Hart and Jackson, he sees "a long, tough road" to the convention, with wins and losses.

After the Apr. 3 New York primary come an Apr. 7 caucus in Wisconsin and a big Apr. 10 primary in Pennsylvania.

About one-third of the convention delegates have been chosen thus far. Counts vary according to the allocation methods used. But the tallies show Mondale with about half the delegates chosen thus far, and substantially more than the combined total for Hart and Jackson.

Erin go bragh

More than 100,000 marchers and a million spectators turned out for New York City's traditional St. Patrick's Day parade, led this year by Grand Marshal Thomas W. Gleason, president of the Longshoremen. A number of union groups joined in the five-hour march that followed a green line painted on Fifth Ave.

America Works series to air on PBS stations, cable TV

"America Works," the AFL-CIO's public affairs television series, will be carried on public broadcasting and cable channels beginning in April.

The federation's Labor Institute of Public Affairs, which produced the programs, has negotiated agreements with six public television affiliates to broadcast the 12 episodes in the series that were broadcast nationally last year on nearly 40 commercial television stations.

LIPA was aided in talks with the public stations by local labor representatives, including a number who serve on the boards of PBS affiliates in their communities.

Programs set to focus on key children's issues

A seven-part television series, titled "Your Children, Our Children," will be aired by the Public Broadcasting Service during April and May. It focuses attention on issues affecting the nation's 67 million children.

Teachers President Albert Shanker served as a project adviser to the series, which will be followed each week by a two-hour, Saturday morning public radio discussion show. Among the issues to be addressed are day care, child neglect, infant health care, part-time jobs, sex and sexuality and being "normal."

LIPA Executive Director Larry Kirkman said negotiations are also under way with other public broadcasting affiliates. The series is being given to PBS stations at no charge.

Kirkman said "America Works" will also be transmitted on about 12 cable television systems nationwide. Cable operators will pay a small fee for the programs.

The locations now scheduled to carry the series on PBS channels are New York, Washington, D.C., Lansing, Mich., Providence, R.I., Baton Rouge, La., and Hawaii. Kirkman said air dates and times will be announced when schedules are set by each station.

He noted that the issues covered in the series — among them pay equity, health care, plant closings, hunger, education and voter registration—offer an "alternative look at working people to contrast with the half dozen business-oriented programs already carried on public television."

He said LIPA, which is the AFL-CIO's television production arm, is planning a new series of "America Works" episodes to offer PBS for this fall's broadcast schedule.

Kirkman said LIPA has prepared an information kit on the series for use by local union officials who want to approach their community broadcasters and cable operators about carrying "America Works."

Battle shifts to Senate

House votes to close bankruptcy loophole

Continued from Page 1

Before the House vote, AFL-CIO President Lane Kirkland had stressed the importance of the issue in a letter to union activists across the country. "No issue confronting the trade union movement is more important than the corporate abuse of bankruptcy to break collective bargaining agreements," Kirkland said.

When a company petitions for reorganization under Chapter 11 of the Bankruptcy Code, the existing management is normally appointed as trustee and given authority to take action to protect the firm's assets from creditors.

But under the House-passed legislation, any proposal to cancel a collective bargaining agreement would have to be approved by a bankruptcy court as meeting the following standards:

- Management has met in good faith with the union holding bargaining rights and provided the union representative with "relevant financial and other information" to document the need for a contract revision.
- Management has made a reasonable proposal and considered, but found inadequate, any counter-offer by the union.
- Unless the contract is repudiated as management has requested, the jobs covered by the union contract will be lost and attempt to carry out a financial reorganization of the company will fail.

No unilateral action

The legislation specifically prohibits the trustees from unilaterally changing or terminating employment conditions established under a union contract without getting permission from the bankruptcy court.

Rodino told his colleagues that the collective bargaining section of the bill would restore the standard that was in effect before 1978 amendments to the Bankruptcy Code were interpreted by the Supreme Court as weakening the worker protections intended by Congress.

Also included in the House-passed bill is a compromise on a personal bankruptcy controversy that has pitted lenders and retailers against consumer advocates. Another provision is intended to protect farmers whose crops are stored in bankrupt grain elevators.

The consumer provision is less creditor-oriented than a Senate-passed version and an AFL-CIO analysis concluded that it "strikes a balance between the legitimate needs of creditors to assure that the bankruptcy law is not abused by individuals and the rights of legitimate debtors to get the 'fresh start' which bankruptcy law is designed to provide."

On the House floor, the hottest debate came over adoption of the rule that barred all amendments except the one dealing with appointment of judges.

Republicans fought to open up the bill to amendments, and attacked especially the collective bargaining provisions, complaining that the House was being pressed to overrule the Supreme Court without full committee consideration and the chance for amendments.

Democratic supporters retorted that Congress never intended to weaken collective bargaining procedures when it changed the Bankruptcy Code, and quick action is imperative before additional groups of workers are victimized.

Rules Committee Chairman Claude D. Pepper (D-Fla.) told his colleagues that the language in the bill assured "a fair and balanced procedure under which the bankruptcy court itself will adjudicate the merits of a company's claim that its financial situation requires abrogation of collective bargaining agreements."

On a key vote that closely followed party lines, the rule was approved by a 242-166 vote.

Republicans had a chance to propose detailed changes in the bill through a recommittal motion preceding final passage. Thus they could have forced a vote on the collective bargaining provisions. They chose not to do so because, as a Republican floor leader explained, they didn't have the votes.

Instead, a routine recommittal motion was made and promptly rejected by voice vote. Then the bill with its bargaining guarantees intact was then passed, also by a voice vote.

Deregulation plan hit as increasing mortgage risks

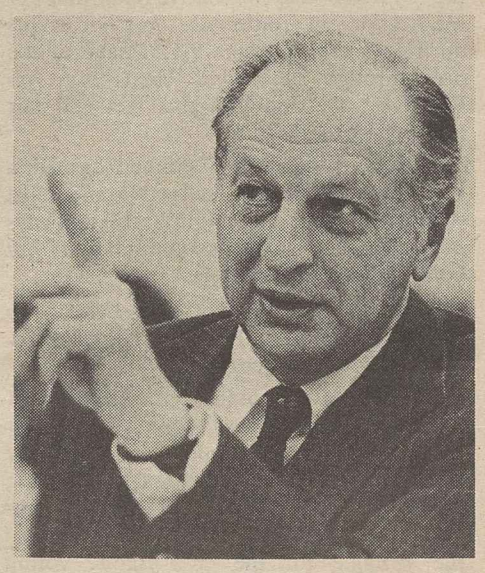
A Reagan Administration bill to reduce government regulation of securities based on pools of home mortgages poses risks for both investors and consumers, the AFL-CIO cautioned at House hearings.

Henry B. Schechter, who heads the federation's Office of Housing & Monetary Policy, expressed concern that the deregulation move would encourage lenders to make dubious second mortgage loans at high interest rates and pass on the risk to investment portfolios.

Such high-risk investment, easily subject to default, could find its way into pension portfolios, Schechter stressed.

Homeowners also would be put to risk, Schechter suggested, if lenders encouraged borrowing that would result in foreclosure of their homes because of a layoff or economic downturn.

The legislation being considered by a House Commerce subcommittee would enable mortgage-backed securities that meet minimal rating standards to be exempt from registration with the Securities & Exchange Commission.



Henry Schechter

L-P boycott pressed on Wall Street

New York—The Carpenters took their nationwide boycott of Louisiana-Pacific Corp. to Wall Street, organizing a noontime rally outside the New York Stock Exchange to dramatize the lumber company's refusal to bargain a fair contract with its employees.

Nearly 1,600 members of the Carpenters Western Council of Lumber, Production and Industrial Workers and of the Woodworkers Western Region Council 3 have been on strike since last June at 18 Louisiana-Pacific facilities in Washington, Oregon, California and Idaho.

At the demonstration, Carpenters President Patrick J. Campbell said the union staged the rally to show that it intends to take its boycott activities "from Main Street to Wall Street" to spotlight the company's unjustified demands for wage rollbacks and concessions.

In a message delivered by AFL-CIO Regional Director Humphrey Donahue, AFL-CIO President Lane Kirkland stressed that the federation and its affiliates fully support the union members "as you say 'no' to L-P's irresponsible union-busting tactics."

"We stand with you," Kirkland said, "as you tell Wall Street that Louisiana-Pacific's bottom line must include justice for its workers."

The workers struck the plants after Louisiana-Pacific dropped out of an employers' group that agreed to an industry-wide settlement last summer that includes large and small forest products firms in the Northwest.

The unions launched a consumer boycott of Louisiana-Pacific home repair and construction products. The action was endorsed by the AFL-CIO Executive Council last December.

Industry pattern

The pattern settlement, which Campbell called modest, provides for a wage freeze in 1983, a 4 percent increase in 1984 and a 4.5 percent increase in 1985.

Campbell told the demonstrators there is "absolutely no justification" for Louisiana-Pacific to turn down the industry settlement and "refuse to pay decent wages" to its employees.

Campbell pointed out that Louisiana-Pacific, the nation's second largest lumber company, has boasted of its "strong earnings" in 1983 while demanding wage cuts and contract takeaways.

He said the dispute "involves an effort by a billion-dollar corporation to completely undermine union-wages and working conditions in an entire industry."

Campbell said the purpose of the demonstration, which was joined by hundreds of workers, was to make the union's case not only "to the consuming public but also to the investing public, shareholders, government officials, and regulatory agencies."

The union said Louisiana-Pacific workers who are also company shareholders have formed the "L-P Workers for Justice Committee" and will conduct a formal proxy solicitation in conjunction with the company's next shareholders' meeting.

The "corporate campaign" against the company is part of a three-pronged strategy, the union said, which also includes the consumer boycott of the company's products as well as an organizing drive at Louisiana-Pacific plants in the South where the firm has been shifting much of its production.

Prior to the rally, Carpenters representatives testified on Louisiana-Pacific's use of strikebreakers in the dispute at hearings on labor relations held by New York State Assemblyman Frank J. Barbaro.

EDITORIALS

Reverse Logic

THE COLLECTIVE BARGAINING provisions of the bankruptcy law changes approved by the House represent such elemental justice that it is hard to see how any senator could object.

Since logic is not a prerequisite for election to the Senate, objection will nevertheless be heard. As in the House, there will be those who profess concern at the temerity of Congress in rushing to overturn a Supreme Court decision just a month old.

The objection falls apart under any sort of scrutiny.

It's not the Supreme Court's judgment that is the issue; it's the judgment of Congress.

No question of constitutionality is involved. The only question is whether Congress desires to give employers who file for bankruptcy reorganization a free hand to tear up union contracts. The Supreme Court says present law allows this. It's up to Congress to change the law if it doesn't want this to be the case.

It's even simpler if the question is turned around.

Suppose the Supreme Court had held—as even Mr. Reagan's Justice Dept. argued in the case—that employers in financial difficulties had to bargain in good faith for any contract concessions and that a bankruptcy court would have to be persuaded that abrogation of a union contract was necessary to protect the jobs of the workers and enable the company to survive financially.

And then supposed some senator introduced a bill to change the law so that a union contract could be nullified merely on the contention that it was "burdensome" to the company.

Surely not more than a handful of senators would vote for such a measure. By the same token, those who wouldn't should insist on preserving the intent of the House-passed bill.

The $850 Solution

FOR A MERE $850, a company executive can attend a two-day seminar to learn how to close down an "overfunded" pension plan and repossess millions of dollars that have been earmarked for an employee retirement program.

The seminar, sponsored by the Institute for International Research, will be addressed by officials from government agencies dealing with pension regulations as well as private attorneys and consultants, according to the brochure.

Pension terminations have become the hot thing in business these days, thanks to the high interest rates of recent years that have increased the value of pension plan reserves.

Under present law, it seems, there is nothing to stop a company not bound by a union contract from dropping an ongoing pension plan, buying individual annuities for employees to cover their earned pension credits, and pocket the balance.

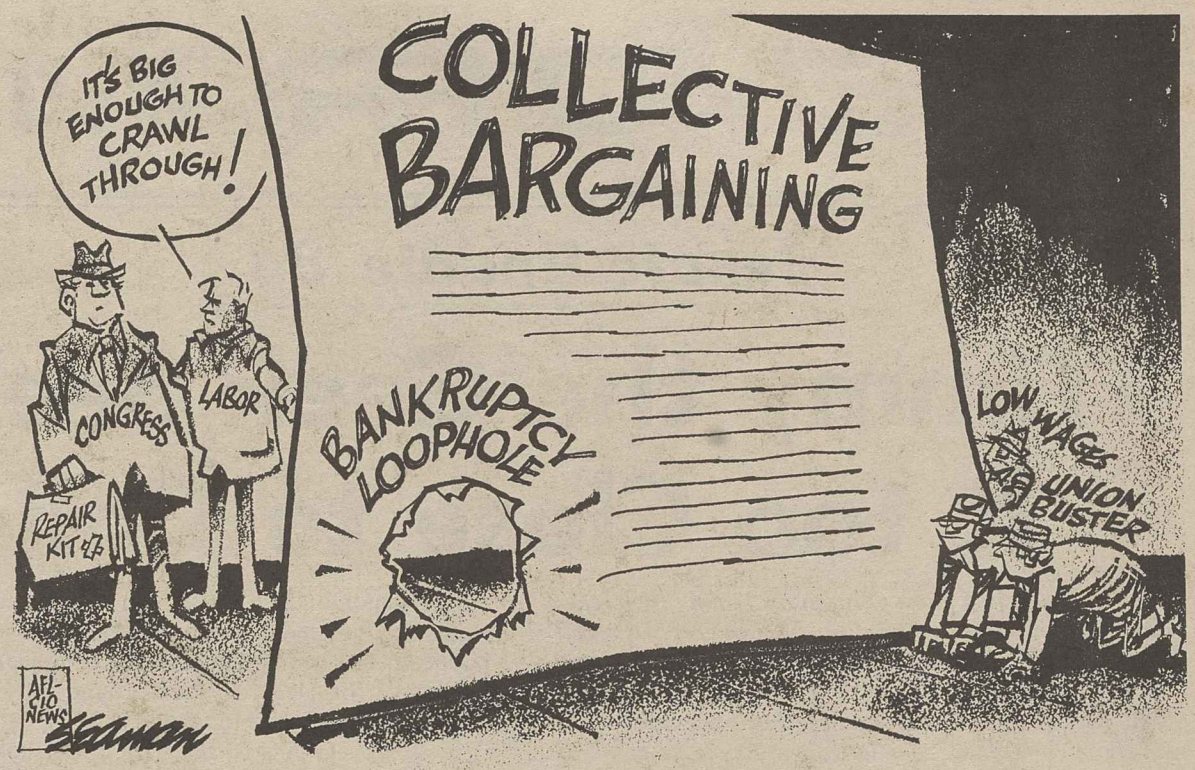
The seminar brochure says that since 1980, 128 companies have been able to pocket more than $1 million each in "excess assets" after dissolving their pension plans. It says termination applications now being considered by the Pension Benefit Guaranty Corp. "would free up to $1 billion in excess assets" and it estimates that another $150 billion in recoverable assets are still "untapped."

One big ethical question, obviously, is "whose assets?"

Another question, for Congress to answer, is whether the pension reform law passed a decade ago to assure that workers would receive the retirement benefits they had earned anticipated such a loophole.

As a first step, certainly, a halt should be called to further raiding of pension plans.

Then, with due consideration for all of the equities involved, Congress should seek to shape an equitable solution. And not, one would hope, the $850 solution of the pension-raiding seminar.



Washington Window

Medicare's funding ills laid to rising doctor fees

By Press Associates, Inc.

Medicare, established in 1966 following years of pressure by senior citizen and labor groups, is in financial trouble.

The government estimates that by 1990 the Medicare trust fund will begin running in the red and with its deficits growing sharply after that if nothing is done. It is generally agreed that Medicare payments will exceed its revenues before too long, but the question of what to do about it is now the subject of sharp debate.

The stakes are high—not only for Medicare's 29 million elderly and disabled beneficiaries, but for all present and future consumers of medical care, and taxpayers as well.

Senior citizens, labor and consumer groups propose to keep Medicare solvent by reforming its open-ended reimbursement system and controlling physician and hospital charges.

This approach is embodied in a bill sponsored by Sen. Edward M. Kennedy (D-Mass.) and Rep. Richard Gephardt (D-Mo.) titled the Health Care Cost Control & Medicare Solvency Act of 1984.

Reasonable as this approach is, one would think it would be universally embraced. Not so. Powerful, monied medical groups oppose reforming a system which has enriched them for years.

The 'gift horse'

Ironically, groups such as the American Medical Association had attacked establishment of the Medicare program as a step toward "socialized medicine."

But that was before they learned how well they could profit from the system. Today, $20,000 of the average doctor's $100,000 income comes from Medicare and its beneficiaries.

The nation's $322-billion-a-year health care industry would prefer a solution that doesn't threaten its profits. The industry had reason to be pleased by the recent proposals of the Reagan Administration's Social Security Advisory Council.

The council recommended that Medicare be kept solvent by raising the eligibility age from 65 to 67, taxing employer-paid health insurance benefits, increasing beneficiaries' out-of-pocket Medicare costs and hiking the tax on alcohol and tobacco.

The council, after 15 months of hearings, failed to address the root cause of Medicare's financing problems—health care cost inflation. For the past decade, medical care charges have run double or triple the general rate of inflation.

Shrinking coverage

Health care profiteering and Medicare cutbacks during the Reagan Administration have combined to limit Medicare coverage to only 45 percent of the health care bill for the elderly. Senior citizens now pay almost as much for health care as they did before Medicare was set up.

However, it isn't surprising that the 13-member advisory council overlooked the cost control approach. Appointed by then-Secretary of Health & Human Services Richard Schweiker, the council was stacked with representatives of business, including private hospitals and drug and hospital supply manufacturers. It was chaired by former Indiana Gov. Otis Bowen, a Republican doctor.

The council excluded representatives of Medicare's 29 million beneficiaries, an omission protested from the start by the nation's senior citizen groups.

The council's two representatives of organized labor issued a dissenting report which rejected the majority's proposals and endorsed the Kennedy-Gephardt alternative.

Congress isn't likely to act on the politically explosive Medicare problem until after the 1984 elections. The course Congress ultimately chooses depends in large part on the election outcome.

The issue of Medicare as an institution that enables the elderly to enjoy their remaining years in good health should be debated in this year's elections.

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MEMO FROM COPE

Senate Update '84

Timmy the Geek Sees It too Close to Call

(Following is a guest column by Timmy the Geek, well-known odds-maker of no fixed address. A word of explanation: The cliches of the sports world are T the G's stock in trade. The editors pray readers will be charitable and excuse this once-only lapse in the dignity and sober language they have come to expect of this page.)

When the dust settles next November 6, which party's going to be King of the Ring in the U.S. Senate? It's too close to handicap. The only sure bet is it'll be a Pier Six brawl.

The big picture is this: The defending title-holder is the GOP with a 55-45 bulge. The Democratic squad has got to come to play if it's going to hold on to all it has and whip six of its GOP rivals to nab the championship belt.

One factor going for the Democrats: The numbers are in their corner. Nineteen of the Republican team put it on the line, only 14 on the Dem side.

Look for a lot of leather to fly in all 33 fight sites, but most of the pros are watching a few telltale battles that'll tip off who's going to be the biggest kid on the block, the Democratic or Republican squad. Here are some of the big match-ups:

► *North Carolina*—A blistering battle between two Tar-Heel titans, the GOP's Jesse Helms, who now holds the crown, and tough, two-fisted challenger, Gov. Jim Hunt. There's as much fan interest in this one nationally—almost—as in the main event presidential bout.

Both are seasoned pros who know what to do in a scrap. One thing about Jesse that makes his strategy easy to figure: He always comes at you from the right. And he's not much for the Marquis of Queensbury rules. He'll rabbit punch, kidney punch and—when the referee is too busy mugging for the TV cameras to watch the fighters—land one below the belt now and then.

Even though he won his first two outings by close calls in 1972 and 1978, it would be a mistake to think Jesse's got a glass jaw and can be sent to the floor with one sucker punch. He's built up the most muscular mandibles in the entire Senate through hours of jaw-strengthening filibusters. Then, too, he's got money for pre-fight publicity: $12 million.

This one will go the full 15 rounds. Jim Hunt is a classy boxer, and if anyone can beat Jesse, he's it. He can pile up points with some well-timed combinations to Jesse's soft under-belly—his record and his failure to achieve much of anything for North Carolina except embarrassing publicity and the rep he's got for swinging at the defenseless—like the poor.

As of now, call this one a toss-up, with fair chance for a change of title.

► *Tennessee*—Reigning champ, Majority Leader (GOP team captain) Howard Baker, a ring-wise veteran, decides to vacate title. In the ring already, itching to fight, is Democratic Rep. Albert Gore with a strong record of four straight wins for House seat and popular with fans. Challenger to be whoever survives four-way GOP fracas August 2.

Good opportunity to add one to Dem column.

► *Texas*—Typically, a donnybrook, and one of the big ones November 6. Defending GOP title-holder John Tower retires undefeated, leaving field wide open. Rugged preliminary bouts on each team will be settled May 5 or, if no one scores enough points for a decision then, in a June 2 play-off to see which two square off November 6.

Three Democrats throwing punches to see who survives: Former Rep. Robert Krueger, who came within an ace of dethroning Tower in 1978 Senate fight; progressive State Sen. Lloyd Doggett; Boll Weevil entry Rep. Kent Hance, who fights for the GOP side more often than for his own.

Even bigger intra-squad melee on GOP team. Rep. Phil (The Snitch) Gramm heads field of four. Smart money says he'll win rough and tumble fight to be finalist. Phil wore colors of Dem team for years but wasn't loved by mates. Snitched on their ring strategy in major budget battle with Reagan forces, lost status and jumped camp, making himself official Republican after years as unofficial Republican.

Chance for Dems to gain ground but tea leaves still swirling and hard to read.

► *Iowa*—GOP's Roger Jepsen now holds crown, but "uneasy lies the head" etc. It's his first defense since taking over six years ago.

Not known as cleverest scrapper in Senate, but not to be taken lightly, either. Has strong, well-heeled managerial team of right-hand swingers who'll see he gets whatever money he needs for battle.

A bit clumsy in the ring, but sometimes it's the clumsy ones who are hard to nail.

Tough challenger in Rep. Tom Harkin with skein of five straight wins for U.S. House and good form in the ring. Can score tellingly against Jepsen on basis of farm discontent with GOP and with straight shots to Jepsen record which ranks right up there (or down there) with Jesse Helms.'

Another one too early to call, but opportunity knocks for Dems.

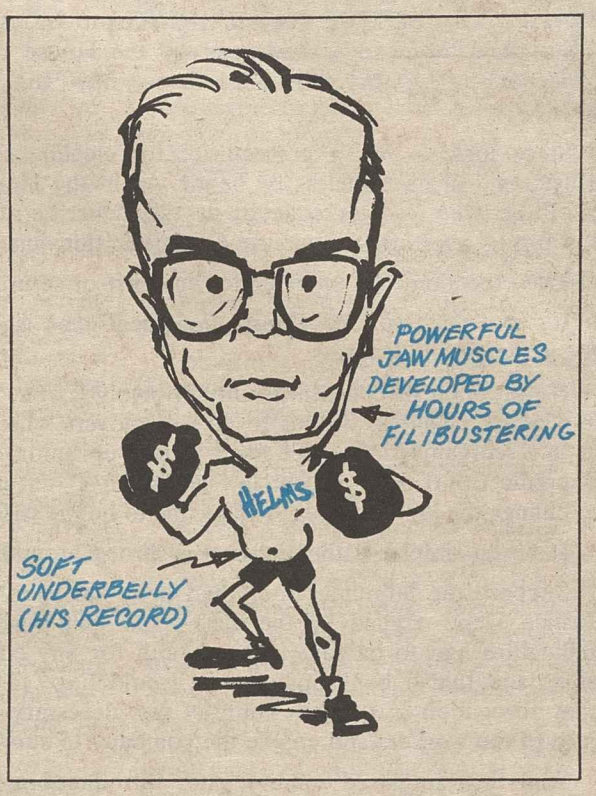
► *New Hampshire*—Another real rumble. Putting his title on the line for first time—he won it in 1978—is GOP's Gordon Humphrey. Same style fighter as Helms, Jepsen, Gramm—maybe a little slow of foot, but has been careful to pay some attention to home-state fans.

Looking to grab the championship belt is Rep. Norm D'Amours, a solid journeyman fighter with five wins in a row for U.S. House. Like most others in Dem stripes, D'Amours goes into ring facing long odds in that increasingly important aspect of the fight game, money to reach the fans with.

Right now? Flip a coin.

► *Others to watch*—Plenty of other good match-ups to keep your eye on—but hold all bets.

Dems face hard battles to hold titles in Massachusetts, Michigan, Montana, West Virginia. Bay State's Sen. Paul Tsongas forced to step down for health reasons. Top fighters in elimination series in both parties to see who goes for crown in November. West Virginia's long-time champ Jennings Randolph hangs up gloves. Two strong hitters collide to succeed him, both popular with fans—present Gov. Jay Rockefeller (D) vs. GOP's ex-Gov. Arch Moore.



Solid Dem team members Carl Levin (Mich.) and Max Baucus (Mont.) will encounter foes who'll get heaps of help from Jesse Helms' and Phil Gramm's right-wing money players.

Potential soft spots for GOP where Dem challengers have shot at crown are Illinois, Minnesota, Virginia, title-holders respectively Charles Percy, Rudy Boschwitz, John Warner.

Summing up—Dems face uphill struggle for Senate team victory big enough to control the ring for next couple of years. With a few breaks, several GOPers there for the taking. But Dems have to be on toes, make sure no one sneaks up behind and clobbers them.

With 33 separate bouts slated, Dems need to win 20 for King of the Ring status, a 61 percent victory record. High, but not beyond reach.

What They're Saying

Columnist Ellen Goodman, *Boston Globe:*

"If pessimism was an Olympic event," he (President Reagan) said, "they'd (Democrats) win a gold medal for sure."

There you had it in a sentence. Ronald Reagan, the upbeat, irrepressible, even cockeyed optimist in the White House was casting his opponents in the unenviable role of pessimists.

The fact that Reagan has pulled it off so far and has made his critics seem naysaying nit-pickers is one of the great scams of the era. . . .

At times he may seem vulnerable to opponents. This president has the gall to criticize the budget deficit that he multiplied. He can run against the big government that he leads. He can make the rich richer and then accuse the Democrats of making "an appeal to greed and envy" among the poor. He is wonderfully, breathtakingly unencumbered by facts. He should be an easy target.

But his awesome, unflagging cheer is hard to penetrate. Optimism is his Gardol shield against criticism; optimism is the reason why so many Americans have granted him immunity from responsiblity. He is the anchor of National Happy Talk News.

The president's chief weapon is the simple repeated assertion that America is standing taller, bigger, better, stronger than ever. His opponents are forced to counter the good-news-monger with tales of weaknesses and pictures of wounds. They have to put the hunched, the hurt, the unemployed, the poor on display. They present charts and forecasts of economic or nuclear disaster. In short, they play the role of a nattering nabob of negativism. Worse yet, they nag. . . .

Every reporter who has exposed Reagan in a state of flagrant misinformation is used to being accused of nit-picking. The president says that the homeless choose to live on the streets, and reporters find the chosen people in cardboard boxes on city streets. Nit-picking. The president changes policy in Lebanon, and the news analysts point out the contradictions. Nit-picking. The president says the economy is booming, and the newspaper shows that the middle class is shrinking. Nit-picking. . . .

Ronald Reagan frustrates those who believe in reason. He behaves as president the way he behaved as a sports-caster in Iowa inventively recreating baseball games. He is less interested in facts than in the flow. He talks in slogans and bumper stickers. . . .

It's tough to counter slogans with position papers. It's toughest of all to counter an optimist without sounding like a pessimist. In presidential politics, there isn't any silver medal. Maybe the main event this year ought to be a triathlon for realism.

Word Games

"The Democrats use foggy language like 'recovering revenue' or 'stopping the revenue drain,' but you don't need a Ph.D. in bureaucracy to know what they're offering: A choice between a tax increase, a tax increase and a tax increase." (Note: A tax increase on corporations and wealthy individuals, by the way.)

—President Reagan 3/3/84

(This is same President who described tax increases his administration promoted 16 months ago as "revenue enhancement.")

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LEGISLATIVE ALERT!

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Labor's candidate

Democratic presidential candidate Walter F. Mondale gets a warm greeting at the Pennsylvania AFL-CIO convention in Pittsburgh. Joining AFL-CIO President Lane Kirkland in the welcome are State Federation President Julius Uehlein and Sec.-Treas. Judith Heh. (Kirkland's convention address is on Page 2.)

Democrats pressed on platform keyed to full employment

By David L. Perlman

The AFL-CIO called on the Democratic Party to build its election-year platform on a foundation of full employment.

After a three-year battering by the Reagan Administration, "American workers are looking to the Democratic Party for a redress of grievances," AFL-CIO Vice President John H. Lyons said.

Lyons, the president of the Iron Workers, is a cochair of the Democratic Party Platform Committee. He presented an overview of labor's concerns at its organization meeting in Washington.

Under President Reagan, more than 30 million American families have suffered unemployment "that could have been prevented and should have been combatted and alleviated," Lyons said.

He spoke of the damage to the American fabric from the Reagan Administration's pattern of favoritism to the wealthiest and charged the Democrats to restore balance to government.

"The Democratic Party has been most successful when it has been most inclusive," and when it has "worked hardest to guarantee equal rights, equal justice and equal opportunity," Lyons stressed.

The AFL-CIO will spell out the details of labor's program for America over the next few months, when the Platform Committee will be holding regional meetings across America. The committee will then draft the platform proposal that will be put before the Democratic National Convention in July.

Winning platform

Rep. Geraldine A. Ferraro (D-N.Y.), who heads the committee, urged a platform "that Democrats can run on and win on."

Lyons told the committee that jobs are the single most important issue in the 1984 elections. Under Reagan, lost wages came to $336 billion and lost production to $950 billion.

Along with their jobs, he testified, nearly 11 million families lost their health insurance coverage and 494,000 families lost their homes through foreclosure. Some 73,000 small businesses were forced into bankruptcy and tens of thousands of farm families have been driven from the land.

A Democratic platform must be concerned with the poor, both working and non-working, Lyons said.

Child nutrition programs have been cut, job training reduced, "a million needy persons have been stripped of every penny in food stamp assistance" and four million more had benefits slashed, he charged.

Lyons testified to the labor movement's outrage at Reagan's "packing the National Labor Relations Board with lifelong advocates of management" and filling the Civil Rights Commission and the Equal Employment Opportunity Commission "with people who see no virtue in affirmative action and no harm in inequality."

He reiterated labor's support of the Equal Rights Amendment and the principle of "comparable pay for jobs of comparable worth."

Workers have been exposed to chemi-

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House rebuffs Reagan on disability insurance

The House voted 410-1 for a labor-supported, Administration-opposed bill to protect persons receiving social security disability benefits from being unjustly dropped from the program.

A disability review process intended to save money by identifying persons no longer eligible for benefits was so brutally conducted during the first years of the Reagan Administration that Congress rebelled.

Hundreds of thousands of persons were dropped from the program by state review panels—and two-thirds of those who went through a federal appeals process were eventually reinstated.

Shocking purge

Even more shocking than the purge of physically handicapped men and women was the cutoff of benefits to mentally impaired persons who were dropped because they did not reply to an official notice or fill out a required form.

The Administration now promises to do better—but only Rep. Philip Crane (R-Ill.) had enough confidence in the promise to vote against the bill.

As passed by the House and sent to the Senate, the legislation would prohibit disqualification from benefits unless one of the following conditions were met:

- The beneficiary is currently working at a regular job.
- The original determination of disability was clearly in error or fraudulent.
- The beneficiary's medical condition has improved so that he or she can perform regular work.
- New evidence, such as a new diagnosis shows the impairment to be less severe than originally thought.

The bill also specifies that the combined effect of all of a person's impairments be taken into account in determining disability, even if none of the impairments by itself would meet the standard.

It further imposes a moratorium on review of disability cases involving persons with mental impairments until the Social Security Administration establishes new criteria. No such benefits could be terminated without review by a psychiatrist or psychologist.

The legislation gives persons receiving a preliminary notice of disqualification from a state agency the right to a face-to-face interview. And if disqualification is ordered at the state level, a recipient who appeals the ruling to a federal administrative law judge will continue to receive payments until the case is decided. Benefits received during an unsuccessful appeal would have to be repaid to the government except where hardship can be shown.

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ILG to challenge new exemption for home knitting

The Ladies' Garment Workers will seek an injunction to prevent Labor Sec. Raymond J. Donovan from lifting a 40-year ban against industrial homework in the knitted outerwear industry in defiance of a federal appeals court order.

ILGWU Chief Counsel Max Zimny charged that Donovan's latest effort to promulgate regulations that would permanently lift the homework restrictions "clearly violates" last November's ruling by the U.S. Court of Appeals for the District of Columbia.

The ILGWU was joined by the Clothing & Textile Workers and major apparel companies in challenging Donovan's first attempt to lift the ban. The appeals court

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Basis for union support

Mondale's agenda for America

A decisive factor in organized labor's support of Walter F. Mondale's bid for the Democratic presidential nomination was his firmness in taking positions on bedrock issues that effect the quality of life for working people and their families.

The AFL-CIO and its affiliates, before endorsing Mondale, looked closely at his policies, examining not only what he has said, but also what he has done—and at his specific ideas for the future of the nation under his leadership.

What labor found was a candidate with a strong allegiance to the goals of working people—and with a record of public service to back it up.

The AFL-CIO's analysis of Mondale's record brings him into sharp contrast with President Reagan—both in philosophy and in action—on the issues that deeply concern workers and their families.

That agenda ranges from the critical need to rebuild the nation's industrial base, to the economic health of both cities and farmlands, the fading dream of home ownership, the affordability of health care and education, a safe workplace, a clean and healthy environment and protection

Last of Three Articles

from the economic havoc wreaked by plant closings.

The damage already done to the quality of life in America under the Reagan Administration—and the prospect of more of the same if Reagan has a second term—led to the AFL-CIO's early endorsement of Mondale as a proven ally of workers who shares their view of America's future needs.

One threat to that future is the erosion of the nation's "infrastructure"—roads, bridges, water supply and waste treatment systems, railroads and other public facilities.

The AFL-CIO supports programs and funding to get the rebuilding effort started quickly in both urban and rural areas.

The Reagan Administration, however, has attacked and cut the federal programs to do the job, gutting a range of community development, economic development and environmental programs and the agencies that once administered them.

In their place, President Reagan proposes "enterprise zones" which translate into big tax giveaways to business, takeaways of wage and job protections for workers and fewer public services for communities.

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Kirkland to Hart: 'We're not buying it'

Address by AFL-CIO President Lane Kirkland to the Pennsylvania AFL-CIO Convention in Pittsburgh, Mar. 27, 1984.

We are here to affirm the right and the duty of working people to play a strong role in the decisions of their party and in the political life of their country.

We not only have that solemn right and duty; we have no real choice but to do this. If there is one thing that we have learned from the experience of the last three years, it is that all we have gained, through a century of struggle, can be stripped away by the raw political power of the forces arrayed against working people.

Yet that right is under a searching challenge today, at this critical moment in our history.

It has been challenged by the Reagan Administration—an administration that has made workers and their organizations prime targets and victims of its policies and practices. Those policies have served the avarice of a narrow predatory class at the expense of the people at large, and most particularly, working people. They have sought to weaken and destroy wherever they can the trade union organizations that workers have created for their defense and for the forceful expression of their aspirations. By creating a standing army of the unemployed, they have sought to divide and conquer the workforce, set worker against worker, and undermine their wages, standards and conditions of life.

Even beyond that, they have ruthlessly exploited the fact that capital is mobile and flagless, while labor is not—labor is and must be loyal to its country, its community and its flag—to export our jobs and import the products of the brutal exploitation of the most wretched on earth.

Stranglehold of deficits

And, by dissipating the resources of the public through extravagant handouts to the rich, they have brought forth staggering deficits to strangle the future and breed the disease they count upon to cause the crib-death of progress and change for years to come.

I, for one, am intensely proud of the fact that, during this entire bleak period, the labor movement—battered and defamed as we have been—never sought a separate peace for the sake of any special interest. Rather, labor has been the one steadfast rallying point of resistance to Reagan reaction and of dauntless affirmation of the goals of a humane society, in the public interest.

Our participation in this campaign to nominate a champion to challenge those policies and to spare this country from four more ruinous years of Reaganism is a further affirmation of that role and that responsibility. We have earned that role. We have earned that right by standing fast and fighting while the Gary Harts of this world were submitting to the "mandate" and yielding to the program of Ronald Reagan.

We have united, in the exercise of that right and the discharge of that responsibility, in support of the one candidate who can squarely stand and fight for what we believe in, the man who believes in what his party has represented in its winning years, the one man who can beat Ronald Reagan—Walter F. Mondale.

Turncoat politics

His most conspicuous opponent, who sought our support and didn't get it, has reacted with sour grapes and the use of code words to smear the role of labor in this campaign. Evidently, he believes that he can convince Democrats that the way to win in November is to appeal to anti-labor Independents and crossover Republicans.

In certain haunts of the Smart Set, this is now called "neo-liberalism." I'll tell you what neo-liberalism is. It's a little bit of watered down conservatism, laced with a slug of old-fashioned isolationism. Call it

Lane Kirkland addresses delegates to the Pennsylvania AFL-CIO convention.

"new" and "improved" and you can sell it like Cool-Whip, or so the hucksters say.

Have you ever noticed on television how the weaker and more insipid a product is, the more they plug it as "new" and "improved?"

Well, we don't have that kind of neo-jerk reflex, so we're not buying it. We'll take our liberalism straight. We'll take it Fritz Mondale's way.

Mr. Hart offers himself as the spokesman of the younger generation. Yet, he is for a youth subminimum wage, the exclusion of all the young workers in the fast-food chains from OSHA protection against burning grease and slippery floors, and a step-up in interest payments on college loans. So is old Ronald Reagan.

He's against legislation to keep jobs here in the United States. So is Ronald Reagan.

He's for a national sales or "consumption tax." We can get that from Ronald Reagan.

He claims to love working people, but he insults their organizations. So does Ronald Reagan.

He wants to "restructure" social security. Well, so does Ronald Reagan.

Presidents have come a very long way since George Washington.

George Washington couldn't tell a lie. Richard Nixon couldn't tell the truth. Ronald Reagan can't tell the difference. We had a President, Gerald Ford, who told New York City to drop dead.

Anti-worker vote on bail-out

Now we have a candidate for President, Gary Hart, who told Chrysler workers to drop dead. If anybody else gets in trouble in this country, they'd better not count on him. That would be "ad hoc" and, as Nixon used to say, that would be wrong.

His is NOT the path to victory in November.

You cannot beat Reagan with just a little bit of Reaganism. We don't need a choice, in November, between two Liberaces at the same piano. For the working people of this country, that's a sure loser.

Talking "Newspeak" and throwing the historic goals of the Democratic Party down the 1984 memory hole is not the way to win in November.

Dividing Democrats by generations and appealing to the narcissism and retarded adolescence of the "me" generation is not the way to win in November, or I hope to God it's not. To Mr. Hart, we should say—at long last, be your age. Peter Pan politics is passé. It's been done and overdone. It was tried and it didn't work. That is not the way to win in November.

The way to win is with a candidate who will challenge Ronald Reagan head on, all the way. The way to win is with a candidate who will fight, like Harry Truman, for the values his party stands for, for the enduring values and hopes of all generations, with malice toward none. The way to win is with a candidate who can count upon the enthusiastic support of the working people of this country who represent the bedrock strength of the Democratic Party, that the Democratic Party has never won an election without.

The way to win is with a fighting candidate who can clearly define the real difference between the parties and who can bring all good Democrats back to their natural home. That candidate is Walter F. Mondale.

Fritz Mondale is not some synthetic Masked Marvel or Mystery Man. He is not made of silicon and microchip flakes. He is made of flesh and blood and brains.

We know where he stands and what he really believes—yesterday, today and tomorrow.

Labor's 'special interest' demands

Some have asked publicly, in tones of snide accusation, what we will demand of a Mondale Administration elected with labor's support. I have answered that before and I will answer it again here and now:

We shall demand that he uphold and defend the Constitution of the United States against all enemies, foreign and domestic; that he bear true faith and allegiance to the same, that he well and faithfully discharge the duties of the Office of President of the United States, with particular reference to that section of the Constitution that requires our government to provide for the common defense *and* for the general welfare—including that of working people.

We have one more outrageous "special interest" demand—that he breathe real life into the Pledge of Allegiance to the Flag of the United States; that this nation shall become, in truth, one nation under God, indivisible with liberty and justice for *all*—including working people.

That is all. We have asked for nothing more, and we have been promised nothing more. The rest is trust—trust in a man whose entire record of public service has proved him worthy of that trust.

Ours is the real rainbow coalition, as labor always is and must be.

We stand today at the beginning of a crucial election year, and of a new chapter in the long history of our movement. What we do now, or fail to do, will largely determine where America is going for the remainder of this century.

Adversity breeds strength

We never thought it would be easy sailing. Labor has seldom had easy sailing. But we are at our best in hard weather. Adversity separates the easy riders from those who really care; those who can perform from the opportunists and the kibitzers.

I believe that soon we shall be able to say to those who scoffed and stood aside in this effort what, in times of yore, a king of France said to a faint-hearted absent warrior, after a victorious struggle for liberty—"Go and hang yourself, brave Crillon—we fought and won at Arc, and you were not there!"

The size of the challenge is matched by the scale of the opportunity, and we have in our hands one of those rare opportunities to make a very big difference in the shape of things to come.

Let us pledge to each other, here and now, that this will be one of those great times in our history—at which our children and our successors will one day look back and say:

No matter what the odds or the setbacks, they fought for what they believed. They did not run; they did not hide; they did not quit; they did their duty, and together they forced open the door to a better world, for all God's children.

Rousing endorsement greets Walter Mondale at AFL-CIO regional conference rally in New York.

NLRB policy upheld

Supreme Court backs union contract rights

The Supreme Court refused to tamper with a long-standing National Labor Relations Board policy that an individual worker who exercises a right provided by union contract is engaged in "concerted activity" and that employer retaliation against the worker therefore is an unfair labor practice.

The 5-4 decision involved a truck driver who refused to drive a vehicle that he had reasonable grounds for considering unsafe.

Although the worker did not cite his Teamsters contract provision in refusing to take out the truck, his action was clearly covered by a clause specifying that "the employer shall not require employees to take out on the streets or highways any vehicle that is not in safe operating condition."

Despite the contract language, City Disposal Systems, Inc., a Detroit trash hauling firm, treated the driver's action as a "voluntary quit," in effect firing him.

Precedent cited

The NLRB upheld an unfair labor practice charge brought by the worker, relying on its so-called "Interboro doctrine," named for a 1966 precedent which held that an employee who asserts a right embodied in a union contract is engaged in "concerted" activity because the contract itself is the product of group activity.

The U.S. 6th Circuit Court of Appeals rejected the NLRB's reasoning and the doctrine on which it was based. There was no evidence that the employee "asserted an interest on behalf of anyone other than himself," the appellate court had ruled. "An individual does not act in concert with himself."

In the subsequent Supreme Court review, the AFL-CIO filed a brief supporting the position taken by the NLRB. While no AFL-CIO affiliate was involved, the federation told the Supreme Court that all union members have an important stake in the question at issue—whether "an individual employee's honest and reasonable assertion of a right that is provided for in a collective bargaining agreement is concerted activity protection by Sec. 7 of the National Labor Relations Act."

"When workers join together, form a labor union, and engaged in collective bargaining, they fundamentally transform the nature of the employment relationship from an individual to a collective one," the AFL-CIO brief asserted.

The doctrine that claiming a right assured by a collective agreement is an extension of the concerted actions involved in creating that agreement advances the purpose of federal labor law, the AFL-CIO contended.

The majority decision upholding that viewpoint was written by Justice William J. Brennan, Jr., joined by Justices Byron R. White, Thurgood Marshall, Harry A. Blackmun and John Paul Stevens. The other justices joined in the dissent by Justice Sandra Day O'Connor.

In another area, the Supreme Court granted the request of the National Labor Relations Board and dismissed a case involving a policy the board's Reagan-appointed majority has now reversed.

The case that the Supreme Court had accepted for review was based on a ruling that verbal threats made during a strike but unaccompanied by any hostile acts were not grounds for denial of reinstatement to a striker.

Since then, the NLRB has switched to a position that a striker may be denied reinstatement if he or she had engaged in "misconduct," even if merely verbal, that in a strike situation "may reasonably tend to coerce or intimidate" an employee into joining the strike or respecting the union's picket line.

The Supreme Court vacated an appellate court decision that went against the NLRB's prior position and sent the case back to the labor board for reconsideration.

Rep. Geraldine Ferraro, presiding at Democratic platform hearings, welcomes testimony from AFL-CIO Vice President John Lyons.

Jobs, justice urged as basis for Democratic platform

Continued from page 1

cal hazards as a result of the Reagan Administration's downgrading of health and safety standards, Lyons charged. And much of the $750 billion in "Reagan tax giveaways" has been used "to finance corporate cannibalism" that has "concentrated more and more resources in fewer and fewer hands."

In world trade, Lyons said, America needs a policy that recognizes the need to maintain a strong, diversified economy.

Human rights should again be "the guiding principle of our relations with other countries," Lyons urged. "National defense must be aimed at avoiding confrontations, rather than seeking them out. The burden of defense must be shared with our allies, and its costs must be shared by the rich as well as by those who are least able to pay."

A Democratic platform should address the shrinkage in purchasing power of the minimum wage, Lyons reminded the committee. And an urgent job for a new Democratic Administration will be to rebuild morale among federal employees.

For most Americans, "life revolves around work," Lyons noted. So the key issue on the Democratic agenda "is the issue of jobs," he stressed, "not as a plank but as the foundation of our platform."

Candidates stump big delegate states

The hotly contested battle for the Democratic presidential nomination switched to New York, where 229 of the state's 285 convention delegates will be elected in the Apr. 3 primary, and to Pennsylvania, where 156 of the state's 195 delegates will be chosen one week later.

All three candidates came into New York with a share of delegates chosen in the previous week's round of caucuses and primaries.

Walter F. Mondale maintained his clear lead in elected delegates with a decisive win in Sen. Gary Hart's native state of Kansas and a probable plurality of delegates chosen in Virginia caucuses.

Hart was the winner in Montana caucuses, where 25 delegates were at stake, and completed a sweep of New England with his victory in the Connecticut primary.

And Jesse Jackson made a strong showing in Virginia where he and Mondale were just about tied in votes cast at the state's caucuses. After Ohio Sen. John Glenn dropped out of the race, Virginia Gov. Charles S. Robb sought an uncommitted slate, but few voters went along with him.

Hart's salvage of the Montana caucus ended a dry spell of nine consecutive losses in primaries and caucuses.

The restrictions of federal election law limits on primary campaign spending caused the Mondale campaign to husband its resources, relying on organization and volunteers in states where relatively few delegates were at stake. The Hart campaign, which spent little in the early days of his candidacy because it had little money to spend, has been able to pump money raised after Hart's upset victory in New Hampshire into a heavy television campaign.

In Kansas, a national political reporter noted, Hart mounted "a media blitz the likes of which Kansas had never seen in a Democratic presidential nomination contest." But victory still went to Mondale, who was credited with the better organization.

New York is second only to California in the number of convention delegates to be chosen, and all three candidates look to increase their delegate count.

With nearly 40 percent of the delegates chosen, Mondale had 698 pledged delegates as he went into the New York primary, according to a United Press International tally. Hart was credited with 428 and Jackson with 88 — not counting 35 votes for delegates aligned with Chicago Mayor Harold Washington.

Mondale agenda addresses key labor concerns

Continued from page 1

In contrast, Mondale strongly supports programs to restore the infrastructure along with urban and rural programs aimed at rebuilding the nation's strong economic base.

The AFL-CIO also backs a comprehensive national transportation policy that would insure the system's strength and the continued availability of all forms of transportation to citizens, business and industry and both urban and rural communities.

The Reagan Administration has slashed funding for transportation programs, ignored the chaos created by deregulation and mounted an active campaign to destroy safety standards and other protections for transportation workers.

Mondale, in comparison, has pledged strong government support of programs to rebuild the transportation system.

Many workers and their communities have already felt the devastating losses of jobs, income, stability and public resources that come from corporate or government decisions to close or relocate plants.

The AFL-CIO supports passage of plant closing laws requiring both private and public employers to recognize their responsibilities to workers and their communities before they shut down.

Mondale is already on record on the issue. While he was a U.S. senator, he sponsored plant closing legislation that paralleled reforms sought by labor.

Mondale's record also is clear on occupational safety and health. Throughout his career, he has been labor's solid ally in seeking workplace protection, and he has pledged to continue that alliance.

Beyond the workplace, the future is clouded for many workers and their families by the sky-high interest rates produced by Reagan policies. These rates have put home ownership beyond the reach of many middle-income Americans. And many jobless workers have suffered or face mortgage foreclosure and the loss of their homes.

Budget cuts

For the elderly, minorities, and low-income people, the Reagan Administration's housing budget cuts mean that not enough shelter is being built to meet their needs.

The AFL-CIO has called for credit controls to help keep mortgage rates down, relief from mortgage foreclosures for the jobless, and government assistance in building housing for the needy.

In his policies, Mondale stresses the link between the Reagan budget deficits and interest rates and their impact on home ownership and on construction employment. He proposes controlling the deficit through genuine tax reforms and a more moderate growth in defense spending.

The AFL-CIO and Walter Mondale also agree that the raging inflation in health care costs jeopardizes the ability of many Americans to pay for health services for themselves and their families.

An upward explosion in premiums for private health insurance plans has prompted employers to demand takeaways to trim costs. And millions of jobless workers have lost coverage for themselves and their families.

The Reagan Administration's budget cuts have added to the crisis by reducing health services for the elderly, the poor and other disadvantaged Americans, and the Administration is eyeing even deeper cuts in the Medicare system.

The Administration's "blame the victim" answer to high health insurance premiums is a plan to tax workers on the benefits they receive.

Mondale, in contrast, actively supports cost containment legislation to slow the increases in hospital costs and doctors' fees. He has offered a program to prevent the collapse of the Medicare system without hurting beneficiaries, and supports a comprehensive national health insurance.

Today, workers are also worried about the health of the nation's educational system.

Among the challenges the system faces are the need for higher educational and teaching standards, access to education for every student, more classrooms and essential courses, and adequate teacher salaries.

While all education costs are going up, the price of higher education is particularly straining many family budgets.

Educational approach

The Reagan Administration has gutted federal education programs, including putting sharp restrictions on student aid. As a program, Reagan offers only tuition tax credits to reduce the cost of private school education at the expense of public schools.

Mondale sees eye to eye with organized labor on the need for a federal role to restore and strengthen student aid programs and insure that schools have the facilities, funds and staff needed to teach. He also backs program to provide scholarships to attract talented students in to teaching. Mondale is on record opposing tuition tax credits while favoring measures to assure that private as well as public school students share in a variety of other federal programs.

AFL-CIO team finds Salvadoran voters persistent

By James M. Shevis

Despite some confusion due to a new voting system, El Salvador's presidential election reflected a "sincere and energetic desire" on the part of the Salvadorans to resolve the country's social and economic problems, a team of AFL-CIO observers declared.

"We found the main motivations among the many voters that we interviewed to be a belief in the democratic process, the hope that elections hold out for the future of El Salvador, and a commitment to the future of a democratic electoral system," the team said in a statement.

Headed by Federation Vice President Frank Drozak, the team went to El Salvador to observe the election at the invitation of two large Salvadoran labor federations.

William C. Doherty, Jr., a member of the team that talked with voters in rural and urban areas of the country, said:

"We were absolutely amazed at the patience of the Salvadoran people, and their love of democracy. Some stood in line as much as six hours to vote, and were content to do so to make their ballot count." He said he observed "no duress whatsoever" in the first-round voting.

While there was no official tally of the election polls, a government official estimated that 1.4 million of 1.8-million eligible voters cast ballots.

Official tally

An official tally is not expected until early April, but Christian Democrat Jose Napoleon Duarte was reported to have won more than 45 percent of the vote with almost all districts reporting. Roberto d'Aubuisson, the Nationalist Republican Alliance candidate, drew about 30 percent and the National Conciliation Party's Francisco Jose Guerrero, 19 percent.

Since neither Duarte, a moderate, nor d'Aubuisson, a militant right-winger, had an absolute majority, a runoff election must take place within 30 days of the official announcement of the final count.

Doherty, who is executive director of the federation's American Institute for Free Labor Development, said he was not sure whether the AFL-CIO team would return for the runoff election. Other members of the unit were Eugenia Kemble, special assistant to Teachers President Albert Shanker, and Jesse Friedman, an assistant to Doherty.

Neither the AFL-CIO team nor the Popular Democratic Unity (UPD), the political arm of the 500,000-member Salvadoran trade union movement, reported any pressure or intimidation at the polling places. Both said that many people were unable to vote because of the new voting system, and that guerrillas made open attempts to disrupt the election.

"From observation alone, we have drawn no clear conclusions about other abnormalities in the system that might have caused distorted results," the AFL-CIO team said. "Even though no such additional problems were apparent, we believe that further examination of the entire process is necessary before any decisive conclusions can be drawn."

Guerrilla efforts to sabotage the voting included the confiscation of identity cards, the kidnapping of voters, theft of ballot boxes, electrical power blackouts and disruption of public transportation.

The confusion, frustration and disorganization inherent in the country's new voting system appeared to affect voters of all three main political parties, the AFL-CIO observers noted.

Polling problems

"Many spent inordinate amounts of time looking for their proper polling place," the team reported. "Others, even after an extensive search, found no polling place to match their identification card numbers, or discovered that their names did not appear on the voter registration list."

Similar problems were reported by other observer groups, including an official U.S. observation team. Yet, the UPD stressed, "the good will of the people overcame many difficult situations and votes were cast in the full knowledge that these votes were necessary for preserving democracy in El Salvador."

Strategies for job safety

Strong coalitions of unions, environmentalists and other community groups can fight damage done by the Reagan Administration to worker safety and health and environmental regulations, Dr. Eula Bingham stressed at a briefing at the Auto Workers' offices in Washington. Bingham headed the Occupational Safety & Health Administration in the Carter Administration. The briefing was sponsored by the Urban Environment Conference.

Action of former OSHA director aided building firm that hired him

By Arlee C. Green

Thorne G. Auchter, former administrator of the Occupational Safety & Health Administration, directly interceded in quashing $12,600 in penalties and proposed citations against the B. B. Andersen Construction Co., Inc., of which he will become president. Auchter also reprimanded the regional OSHA administrator handling the case, and eventually forced him from office.

Auchter's involvement is contained in court records of an appeal of a petition for a declaratory judgment against the Secretary of Labor, brought by the construction firm.

Auchter denied any link between his intercession in the case and his new job with the Andersen companies. He resigned from OSHA, effective Mar. 30, to head B. B. Andersen Cos., a group of construction companies based in Topeka, Kan.

In a statement, Auchter said, "It's absurd to say there is any connection between that incident three years ago and my acceptance only this month" of the company presidency.

In April 1981, OSHA inspectors, acting on a worker complaint, got an administrative warrant to inspect an Arkansas City, Kan., construction site where Andersen was building a high school. The two-day inspection, carried out over the verbal objections of company supervisors, found 10 "serious" and two "willful" violations of OSHA standards for which fines of $12,600 were levied.

OSHA Regional Administrator Vernon A. Strahm was reprimanded by Auchter for the actions of his inspectors.

Before OSHA could issue the citations, Andersen attacked the agency on two fronts. It filed a suit in U.S. District Court in Wichita, challenging the legality of the inspections, and later urged Rep. George V. Hansen (R-Idaho), leader of the "Stop OSHA Movement," to help get the agency off the company's back.

Hansen wrote Auchter demanding that "you look into this matter with a view toward correcting the injustice to the Andersen Co." Auchter dropped the penalties and proposed citations, and the federal court then dismissed Andersen's case. The company's motion for a new trial was denied, so it appealed to the U.S. 10th Circuit Court of Appeals, which eventually upheld the lower court.

Record of resistance

Andersen has refused OSHA access to its worksites since November 1980—shortly after the Supreme Court ruled in Marshall vs. Barlows, Inc., that the job safety agency cannot conduct inspection under certain circumstances without a search warrant.

The appeals court ruling cited an affidavit filed by John B. Miles, Jr., OSHA director of field coordination, which said that although OSHA deemed "the actions taken were legally proper and notwithstanding the extreme gravity of the violations which were discovered in the inspection, the appearance of impropriety and the agency's long-term interest of promoting good working relationships with employers caused OSHA to decide not to issue the citations."

Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, charged that the "dropping citations against employers is not isolated. Auchter's enforcement record shows that from the time he came in, there was an immediate drop off in citations and penalties."

Seminario questioned Auchter's propriety in lifting Andersen's $12,600 fine. She also questioned OSHA's failure to follow up on the worker complaint.

She also scored the "degree to which this Administration bends over backward to cooperate with employers," adding, "I've seen no demonstration of care or consideration for workers under Auchter's three years as OSHA's administrator."

Strahm, the regional OSHA administrator, was subsequently given the option of retiring from the agency or taking demotion and reassignment. He said he feels the agency's action was due in part to the Andersen incident. He retired in May 1982 at age 50, after 29 years of government service.

An OSHA press aide said Strahm violated federal hiring regulations. "Strahm and another regional administrator hired employees in one place and transferred them to another," he said.

The other administrator was Curtis A. Foster, head of OSHA in Denver. Foster said Auchter offered him the same option as Strahm. Foster appealed to Labor Sec. Raymond Donovan and was then offered a lesser demotion. His appeal to the Merit System Protection Board in September 1982 hasn't been resolved.

Foster termed the agency's performance under Auchter "extremely effective for the employer," while prior to that, it was "extremely effective for the employee."

Congress urged to ease curbs on pension investing

Legislation to make it easier for pension funds to invest in home mortgages was endorsed by the AFL-CIO Building & Construction Trades Dept. at House and Senate hearings.

BCTD President Robert A. Georgine said rigid restrictions in the law governing investment of pension funds discourage mortgage investments that would bring a double bonus of expanded jobs and increased housing.

More pension funds could be made available for mortgages within the framework of prudent investment policies, he urged.

Sen. Bob Packwood (R-Ore.) in the Senate and Representatives Ron Wyden (D-Ore.) and Richard A. Gephardt (D-Mo.) in the House have proposed a Residential Mortgage Investment Act to make the investment restrictions more flexible.

Georgine, who also testified in his role as chairman of the National Coordinating Committee for Multiemployer Plans, said the three-year slump from which the housing industry is just starting to recover "would have been substantially softened . . . if pension plans had been able to more freely invest in residential mortgages."

At the hearings, the Labor Dept. testified that it supports the "objective" of the legislation but doesn't think any change in the law is necessary to enable pension funds to invest in mortgages.

410-1 House vote rebuffs Reagan on disability purge

Continued from page 1

The purge of disability rolls that aroused Congress with its injustices was carried out under a 1980 law that requires a review of disability insurance cases at least every three years.

In a letter to House members supporting the bill, AFL-CIO Legislative Director Ray Denison stressed the government's "obligation to protect the rights of disabled beneficiaries and to show the highest regard for fair treatment and due process."

House Ways & Means Committee Chairman Dan Rostenkowski (D-Ill.), speaking for passage, reminded his colleagues that "massive numbers of people have lost benefits even though they are disabled." He said court decisions have found present standards "cruel" and "inequitable."

The legislation also applies to cutoffs of benefits under the Supplemental Security Income (SSI) program that assists needy persons who are aged, blind or disabled.

CLUW delegates press strong political role for women workers

By Susan Dunlop

Chicago — The urgent need for all-out political action by women workers in 1984 set the tone for the 10th anniversary convention of the Coalition of Labor Union Women, where delegates endorsed a strong resolution slamming the Reagan Administration for policies that have destroyed decades of progress for workers, women, minorities, the elderly and the disadvantaged.

CLUW President Joyce Miller, in her report to the convention, was sharply critical of Reagan budget cuts in social services, education and affirmative action, and of its "drastic" pullbacks in programs meant "to assure justice, equal rights and equality."

Miller told the 1,300 delegates, alternates and observers that the "destruction" of the Civil Rights Commission is an example of the Administration's "disregard for women and minorities." She called the Administration's hints that it may intervene against women workers in the landmark Washington State pay equity case "deplorable."

"Many women are angry and frustrated," Miller warned, stressing that "their interests — particularly the Equal Rights Amendment and ending the nuclear arms race—have been thwarted by the Reagan Administration and Congress."

Matched goals

Women are "politically mature" and prepared "to take power into our own hands," Miller stressed, adding that women's "special interests" go hand in hand with those of the labor movement, including the goals of full employment, quality child care, affordable health care, concern for the elderly, education, equal opportunity, equity in hiring and pay and the desire for peace.

The growing political power and increasing anger of women could be the "decisive edge" in the 1984 elections, Miller said, observing that "union women most of all will make that difference."

Miller, who is an AFL-CIO vice president and a vice president of the Clothing & Textile Workers, asserted that in the decade since its founding, CLUW has met its responsibilities in expanding the voice of women workers not only within their unions, but in every aspect of society.

AFL-CIO President Lane Kirkland praised CLUW in his convention address as "the leading advocate for advancing the cause of women workers in the workplace and within the labor movement.

Women can find "no stronger instrument than their unions" in their struggle for social and economic justice, he stressed in pledging "the full support and encouragement of the AFL-CIO" for CLUW.

First Lady candidate

Joan Mondale, wife of Democratic presidential candidate Walter F. Mondale, told the convention that CLUW, through its history, had not just "helped unions, you've run them; you haven't just polled your members on the key issues, you've taken them to the polls, and you haven't just requested equality and fairness in the workplace, you've fought for it."

Mondale called Reagan "the most anti-union president" in recent history, and she stressed that the key political challenge of 1984 is "to select a Democratic candidate who can defeat Ronald Reagan."

She said her husband was the candidate "best qualified" to challenge Reagan, and she called his "belief in a fair society" the "central' motive behind all his policies.

Delegates adopted 31 resolutions on a wide range of issues, including ratification of the ERA and action to assure equal rights for women, child care, pay equity, affirmative action, solidarity with South African black unionists, employment, organizing unorganized women, social security, training and industrial policy.

The convention called for a ban on "computer homework" — the practice of hiring clerical workers to perform office tasks on computers in their homes. The ban would parallel existing prohibitions on homework in other industries vulnerable to serious exploitation such as knitting.

All key CLUW officers were elected to two-year terms and Anna Padia of the Newspaper Guild was elected to her first term as a vice president.

More than 500 delegates joined in a demonstration organized by the Auto Workers and the AFL-CIO Industrial Union Dept. at the Chicago headquarters of Materials Services Corp., a subsidiary of General Dynamics Corp. The UAW launched a corporate campaign to publicize the company's union-busting activities at its Electric Boat Division in Groton, Conn.

CLUW convention delegates led by President Joyce Miller join in a march to protest anti-union policies of General Dynamics Corp.

Real wages drop in February as retail price index edges up

Workers' real earnings—wages adjusted for the impact of inflation—fell three-tenths of 1 percent in February after rising in each of the two previous months, the Bureau of Labor Statistics reported.

Over the year, real earnings were up 2.9 percent, yet were still below the 1979 level. Expressed in constant, uninflated 1977 dollars, real weekly earnings last month averaged $173.08. In February 1979, such earnings averaged $186.15.

BLS attributed last month's drop in earnings to a three-tenths of 1 percent decrease in average weekly hours worked and a one-tenth of 1 percent increase in its Consumer Price Index for Urban Wage Earners & Clerical Workers (CPI-W.).

By another measure—the Consumer Price Index for All Urban Consumers (CPI-U)—the February price rise was higher, four-tenths of 1 percent. CPI-W is used for indexing social security and some other federal payments, and is commonly used as an escalator in collective bargaining agreements.

Last month's one-tenth of 1 percent rise in CPI-W followed a five-tenths of 1 percent jump in January.

BLS said the slowdown in retail price increases was due largely to a smaller rise in grocery store food prices from January to February. Other contributing factors were declines in prices for clothing, gasoline and public transportation. However, increases in medical care and housing costs were larger than during most of 1983.

Heating oil costs shot up 6.9 percent in February and local telephone costs, still reflecting the separation of independent regional companies from the American Telephone & Telegraph Co., rose another 3 percent on top of January's record 8.5-percent increase.

Prices of food and beverages rose a seasonally adjusted six-tenths of 1 percent in February following a 1.5 percent jump the previous month. Smaller but still substantial increases in prices for meat, poultry, fish, eggs, fruits and vegetables accounted for over four-fifths of the February grocery store food increase, BLS said.

Medical care costs have begun to accelerate after a year of moderate increases. They rose nine-tenths of 1 percent in February after rising seven-tenths of 1 percent in January.

Painters board elects W.A. Duval, Raftery to retire

William A. Duval has been elected president of the Painters to succeed S. Frank Raftery, who announced his retirement for health reasons effective June 4.

Raftery has been president of the Painters since 1965 and has served on the AFL-CIO Executive Council since 1970.

Duval, 56, was elected by the union's executive board. He will stand for election for a full term as president at the union's August convention in Washington, D.C.

For the past 12 years, Duval has been the union's vice president for Canada and headed the IBPAT "autonomous" trades—paint makers, glazers, artistic painters and floor coverers.

Duval joined Local 1288 in San Jose, Calif., in 1947 and was elected local president in 1950 and business agent in 1953.

In 1967, Duval moved to the IBPAT headquarters as director of education, apprenticeship, and training. He was elected to the union's executive board in 1972.

William A. Duval

ITU group resists Teamsters merger

Members of the Typographical Union have formed a committee to press for merger of the ITU with the Graphic Communications Union and avert an ITU move to the unaffiliated Teamsters.

The Merger Committee for One Big Union in the Printing Industry will be campaigning against votes for merger with the Teamsters in a referendum vote May 16. The committee is headed by Robert McMichen, winner of the popular vote in last year's contested election for ITU president.

The federation statement noted that incumbent ITU officers, who are "holding office under a disputed election, have rushed into an agreement with the Teamsters, while refusing seriously to consider merging" with the GCIU. Merger with GCIU would "substantially increase the bargaining power and the prospects for further employment of ITU members," the AFL-CIO said.

The statement stressed that the ITU executive council's haste in scheduling the merger to referendum on May 16 denies its members "the opportunity to weigh alternatives and decide whether the GCIU or the IBT can best serve their interests."

The final decision on merger rests with the ITU members, the statement said, adding: "We hope that they will reject this proposal which would deny them an opportunity to be part of one united force in the printing industry and would force their separation from the house of labor."

An ITU-IBT merger would entail separation of the ITU from the AFL-CIO and the Canadian Labour Congress. AFL-CIO President Lane Kirkland suggested last October that a merger of the ITU and GCIU "is the best solution to the needs of the workers in this industry, which has been so dramatically impacted by new technology and automation." Merger of the ITU with the Teamsters would result in "immediate separation" of the ITU from the AFL-CIO, Kirkland said, and the CLC has said the same.

ITU officers met with GCIU leaders on several occasions to discuss merger. GCIU President Kenneth J. Brown, however, said he believes ITU's negotiating team was "aiming for affiliation with the Teamsters all along."

The ITU executive council notified Brown on Mar. 14 of its decision to "cease" merger talks with GCIU and "proceed" with discussions with the IBT. A week later, the Teamsters and the ITU announced jointly the executive council's approval of a merger document.

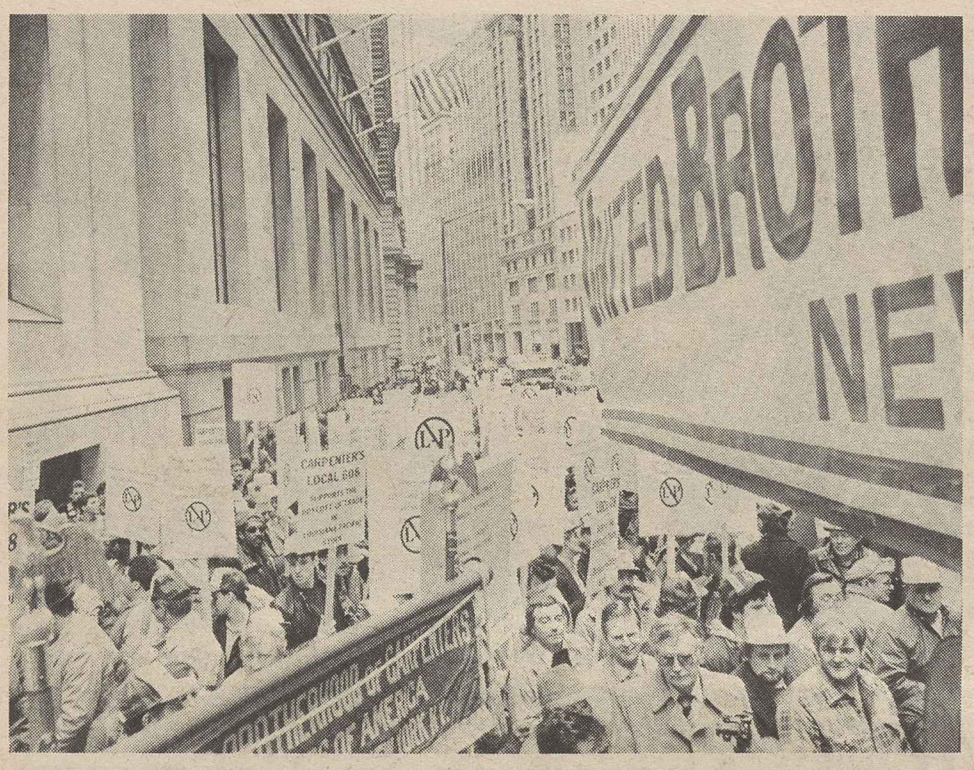
The ITU scheduled regional "mini-conventions" in Boston, Chicago, Cincinnati, Houston, San Francisco, Denver, Toronto, Washington, D.C., and Birmingham, Ala. to discuss the merger.

At a meeting of the ITU eastern conference in New York, AFL-CIO Sec.-Treas. Thomas R. Donahue told the printers he hoped they would vote down the Teamster proposal. Donahue said "better options are available which would better serve ITU members."

He said the federation was prepared to work with ITU members in the quest for one, merged union in the printing industry.

In the ITU election, McMichen outpolled incumbent President Joseph Bingel by nearly 5,000 votes. But the ITU referendum board, alleging violations of Labor Dept. rules governing union elections, voided the results of only the presidential contest in December and ordered a rerun election to be held later this year. A complaint McMichen filed with the Labor Dept. is being investigated by the Labor-Management Standards Administration.

The Merger Committee for One Big Printing Union has sent ITU members newsletters stressing the desirability of an ITU-GCIU merger. Pointing out the four successful mergers made by the unions comprising GCIU, the newsletter said an ITU-GCIU merger "would pay off not only at the bargaining table, but in the legislative arena, in organizing efforts and, when push comes to shove, on the picket lines." The committee also underscored that continued affiliation with the AFL-CIO and the CLC "would be guaranteed with the GCIU merger."



Message to Wall Street

Hundreds of union members throng Wall Street outside the New York Stock Exchange at a noontime rally dramatizing the boycott launched by the Carpenters and the Woodworkers against products of Louisiana-Pacific Corp. The workers took their case to the nation's financial hub to tell both consumers and the business community about the company's union-busting stance. The unions called for a boycott of L-P products after management rejected terms of a new industry-wide agreement and demanded stiff wage rollbacks and concessions. Workers have been on strike at 18 Louisiana-Pacific facilities in the Northwest since last June.

Marine Engineers gear up for wave of tough bargaining

San Francisco—This year's collective bargaining negotiations between the Marine Engineers and shipowners will probably be the toughest since 1923, MEBA President Jesse M. Calhoon told delegates to the union's convention.

Calhoon blamed both short-sighted management and an "oppressive bureaucracy" in government agencies for the anticipated difficulties in the negotiations for a new agreement to replace the three-year contract that expires June 15.

The news media tend to picture the problem as "seamen's wages," he said, but that is "unmitigated baloney." Wages have become such a small share of operating costs that their effect on competitive factors is almost nil, Calhoon charged.

In 1923, Calhoon recalled, the head of the War Shipping Board refused to turn back to private operation the ships used by the government during World War I unless a 15 percent pay cut was instituted. MEBA and other maritime unions conducted a bitter but unsuccessful strike, and it was 13 years before the unions were able to make a comeback on the merchant marine.

Fleet inefficiency

The American merchant marine, which has been shrinking continuously, consists mainly of "the wrong ships with the wrong engines," he told the convention. They are powered by "gas-guzzling steam turbines" instead of far more efficient diesel engines. The difference in fuel costs for a large modern cargo liner is nearly $3 million a year—"and that difference in the fuel costs is as much as the seamen's wages."

These inefficient fuel consumers are operated because the Navy tells the subsidized steamship lines that they want "small, fast, self-contained steam turbine ships"—which are not competitive in peacetime.

The 109-year-old union—which represents licensed marine engineers as well as many radio operators and deck officers—adopted a number of statements on U.S. maritime policy. It criticized the Coast Guard's practices on ship safety inspections and its life-saving functions for the merchant marine.

It charged the Navy with foot-dragging on "civilianization" of many functions that could be more economically performed by the merchant marine while allowing trained Navy personnel to concentrate on military activities. In another statement, the Maritime Administration was accused of failing to act on programs to aid the merchant marine.

In resolutions, the delegates called for support for the Jones Act, which preserves domestic shipping for American firms, and hailed congressional approval to bar the sale of Alaskan oil to Japan. The union hit a proposal to shift many costs of harbor maintenance to shipping firms, and urged Congress to take steps to help revitalize shipping on the Great Lakes.

The MEBA delegates gave full approval to a series of legal efforts against the Trinidad Corp., which it accused of trying to institute the same kind of "double-breasted" union-nonunion policies that have been instituted by some contractors in the construction industry to circumvent union agreements.

Brewery Local 9 votes to affiliate with UAW

Milwaukee—A 2,500-member brewery workers local representing mostly employees of the Miller Brewing Co., and Pabst Brewing Co., voted to affiliate with the Auto Workers.

Brewery Workers Local 9, a directly affiliated local union of the AFL-CIO since 1973, approved UAW affiliation by a vote of 746 to 437.

The local split from the Brewery Workers when the international union merged with the unaffiliated Teamsters 11 years ago.

On contract provisions

Bankruptcy reforms hit Senate roadblock

Labor's legislative battle to include collective bargaining safeguards in any bankruptcy legislation passed by Congress was at a temporary stalemate as the AFL-CIO News went to press.

Key Senate Republicans in control of the scheduling of the bankruptcy bill had allied themselves to employer groups seeking to discard or drastically weaken the collective bargaining provisions the House approved.

Unions looked to the House to stand firm on the issue, one that has aroused the labor movement and brought a flood of mail and calls to congressional offices. In dispute is whether Congress will plug up a loophole in a 1978 bankruptcy law which the Supreme Court earlier this year ruled allowed employers to tear up union contracts if they seek reorganization under bankruptcy law.

Efforts to negotiate language in the Senate that would preserve the intent of the House provision has, thus far, been unsuccessful. Senate Labor Committee Chairman Orrin G. Hatch (R-Utah), who is also a member of the Judiciary Committee, insisted on language that AFL-CIO Legislative Director Ray Denison termed "so weak as to be meaningless" along with a procedure for Senate floor action on the bill that would preclude further changes.

In response, the House Judiciary Committee voted to insist on a conference with the Senate if that body passes an unacceptable version of the bankruptcy bill.

With heavy time pressure to deal with the issue of tenure for bankruptcy judges by an Apr. 1 deadline, that was seen as the most likely parliamentary tool for getting the Senate to deal with a meaningful collective bargaining provision.

Some senators were discussing the possibility of a stopgap bill intended to keep the bankruptcy courts functioning another 30 days. But the legal status of such a measure appeared questionable.

If the bankruptcy issue is resolved, the House plans to turn to what is likely to be the first of heavily partisan battles over the budget.

The first step was taken by the Budget Committee, which adopted by a 19-9 vote along party lines a plan to match budget increases over the next three years with equal increases in taxes or cuts in other areas of spending. This would hold the projected deficits below the levels contemplated by the token budget reduction proposed by congressional Republicans and the White House.

For fiscal year 1985, which begins Oct. 1, 1984, the House Democratic version would hold the rise in military spending to 3.5 percent after adjustment for inflation, compared with 8.3 percent sought by the Administration. It would also add $5 billion in domestic programs, mostly for the poor.

John J. McNamara dies, headed Firemen & Oilers

Lewes, Del.—John J. McNamara, president of the Firemen & Oilers from 1975 until his retirement in 1981, died here Mar. 20 after a long illness. He was 74.

Federation President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said in a message to his wife Barbara that "all public employees, including those who never met John, have benefited from his years of dedicated service in making the Firemen & Oilers a strong and effective union. In the process, he helped to strengthen the entire trade union movement."

McNamara had been a vice president of the union from 1950 until 1965, when he was elected secretary-treasurer, a post he held for 10 years until he was elected president. He also served as a vice president of AFL-CIO Metal Trades, Maritime Trades and Public Employee Departments.

Garment union assails bid to scrap ban on homework

Continued from page 1

criticized Donovan's action as "arbitrary and capricious" and ordered the ban reinstated.

The court said it would require a more "reasoned decision-making" by the Labor Dept. to justify such a move.

The department's latest action calls for a suspension of the ban for the next four months. The decision, along with proposed new regulations permanently ending the ban, formally appeared in the Mar. 27 edition of the Federal Register.

The suspension was being issued under authority of the Administrative Procedure Act, Donovan said, which provides for suspending a court-ordered ban in "exigent circumstances."

Zimny asserted that Donovan's reinstatement of the ban under that section of the Act is inapplicable under the circumstances. Homework in the industry has been barred since 1942 in knitted outwear and seven other industries where wage-hour laws and restrictions on child labor were found to be widely violated.

Donovan said he has asked the Justice Dept. to seek a Supreme Court review of the appellate decision, but meanwhile will go ahead with a revised proposal.

Labor Studies calendar for April, May

The George Meany Center for Labor Studies will offer 10 institutes and workshops in April and May:

Effective Union Action for Civil Rights, Apr. 1-5—The annual conference of the AFL-CIO Dept. of Civil Rights.

Pension Clinic, Apr. 15-17—A seminar to enable those dealing with pension matters to share information and experience.

Plant Closings, Apr. 15-19—A program to define the union's role when the employer plans to close the plant.

Fact-Finding & Interest Arbitration, Apr. 15-19—An institute to examine the forms of interest arbitration and the use of fact-finding as a way of settling contract terms, particularly in the public sector.

Union Skills for Union Women, Apr. 29-May 4—A program providing training in skills women need on their union jobs, including bargaining, organizing and administration.

How to Work with TV, Radio and the Press, Apr. 29-May 4—An institute on handling interviews, news conferences and news releases.

Advanced Education Techniques, May 6-11—A specialized institute co-sponsored by the AFL-CIO Dept. of Education for labor educators and administrators.

Computers for Local Unions, May 13-17—A survey course for unions thinking of buying or upgrading computer systems.

Organizing Techniques I, May 20-25—A program for full-time union organizers teaching the mechanics of an organizing campaign.

Advanced Editing Skills, May 20-25—Workshop for experienced union editors co-sponsored by the International Labor Communications Association.

Affiliates using the Meany Center for their own staff training programs during April are the Theatrical Stage Employes, Apr. 7, 21 and 28; Building & Construction Trades Dept., Apr. 8-13; Carpenters, Apr. 8-13; Graphic Communications Union, Apr. 9-12 and 24-27; Asbestos Workers, Apr. 13 and 19; Dept. of International Affairs, Apr. 16 and 17; Teachers, Apr. 29-May 1.

On Apr. 11, The American Institute for Free Labor Development will graduate a class of 38 Spanish-speaking trade unionists from 17 Latin American countries. Another five-week course will begin Apr. 29.

The University & College Labor Education Association is conducting a quality-of-work-life seminar for program directors, Apr. 23-26.

More information on these and other labor studies is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Md. 20903, telephone 301-431-6400.

EDITORIALS

Donovan's Newspeak

IN PAST administrations, the Department of Labor has at least sought to be an advocate of America's workers. That's been generally true under Republican as well as Democratic presidents. There is, after all, a Department of Commerce in the unlikely event that business should ever lack a friendly voice within government.

But this is 1984, and perhaps we should not be too surprised that under President Reagan we have a Secretary of Labor who shares his dislike of the wage-hour law.

In a speech to the National Press Club the other day, Secretary Donovan spoke with some eloquence of his fears for "a lost generation of Americans" if Congress did not open up job opportunities by allowing employers to pay teenagers less than the $3.35 minimum wage.

Now while some low-wage employers applaud the subminimum proposal, there are others who dismay Mr. Donovan with their lack of enthusiasm. Their concern, it appears, is that Congress might decide to raise the $3.35 wage floor for adults instead of dropping the pay floor for teens.

The buying power of the $3.35 wage has been badly eroded by inflation, but Donovan doesn't want the minimum raised for any group of workers.

Defying the views of most of his predecessors and rejecting the conclusions of the Labor Dept.'s own studies over the years, Mr. Donovan explains that whenever the minmum wage is raised, "People at the lower end of the scale" are the ones who "get hurt the most."

Shades of Franklin D. Roosevelt, the president who called for a floor under wages and a ceiling over hours.

With the erosion of America's industrial base, more and more workers who once earned fair pay for a fair day's work are being forced to take jobs at or close to the minimum wage.

As President Reagan and Secretary of Labor Donovan obviously see it, the lower the wage, the better.

Danger Signals

A PANEL of leading mortgage bankers bore ominous tidings to a briefing for Washington reporters.

Home mortgage rates are on the way up, they warned, and appear headed for 14 percent or higher. And that's when people stop buying homes, recent experience teaches. They just can't afford it.

High interest rates can wreck this still fragile recovery with the devastation of a tornado. A new recession could be under way while millions are still jobless from the ravages of the last one.

And the enormous burden of the Reagan deficit will become even more unmanageable because of the higher interest cost of the deficit.

What a tragic waste when people who need homes can't buy them and there are no jobs for workers who can build them.

Toward Equality

FOR CENTURIES, society has divided work into men's jobs and women's jobs—and has consistently set lower values on women's jobs, precisely because women do them.

Those who defend that arrangement, including the Reagan Administration and its New Right allies, argue that wages ought to be determined by the "free marketplace." In their eyes, pay equity is a radical notion that will disrupt our economic system and perhaps undo our civilization.

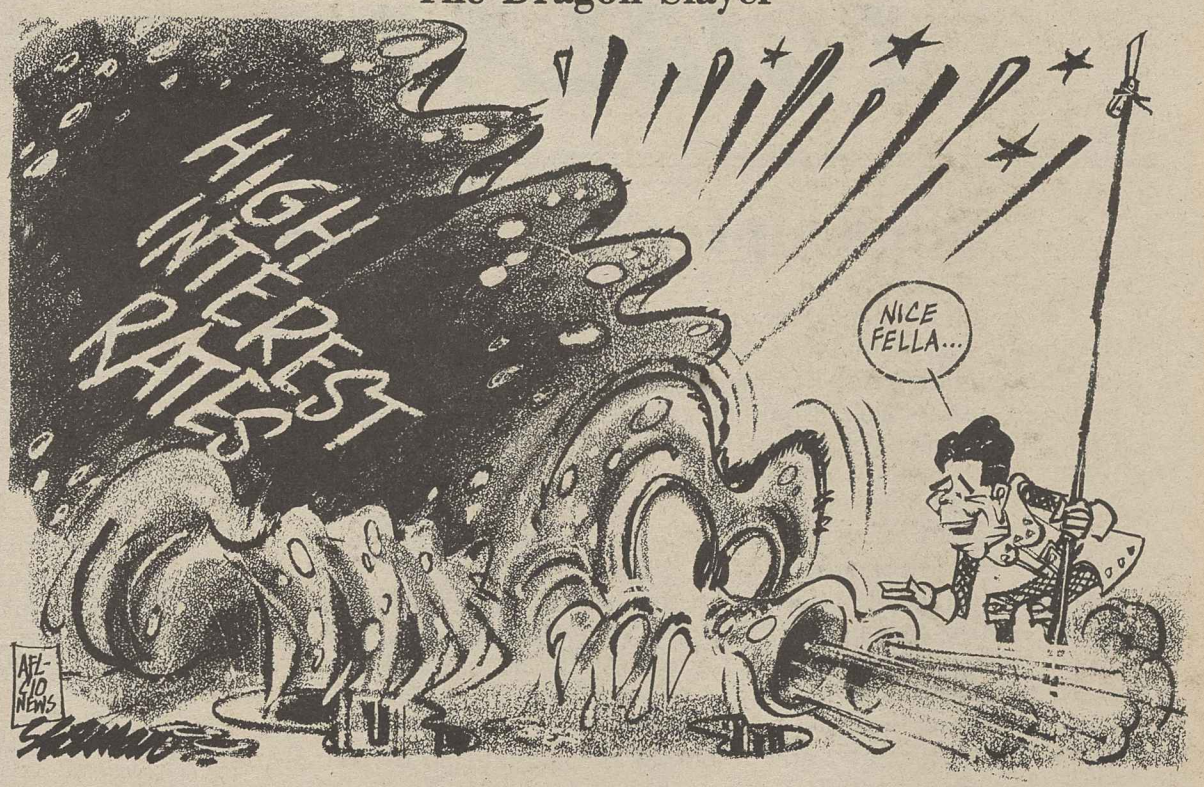
The same arguments were raised against the eight-hour day, the minimum wage, child labor laws, and other gains won by workers.

In a survey by District 925, women workers were asked what they really wanted out of their jobs. Their answers were precisely the answers that men give: better pay and more respect.

It is the job of unions to pursue both of those goals, at the bargaining table, through grievance procedures, through government agencies and through the courts.

—AFL-CIO President Lane Kirkland to Coalition of Labor Union Women convention, Chicago, Mar. 23.

The Dragon Slayer



Washington Window

Grass-roots action vital to block OSHA's retreat

By Press Associates, Inc.

In many ways, federal job safety and health and environmental progress has suffered reversals that will linger years after the Reagan Administration has departed Washington.

But in seeking to grind federal regulatory efforts to a halt, the Administration and those businesses and conservatives who applaud it have inadvertently bitten a very large dog that is biting them back.

They forgot that aroused citizens and workers began both the environmental and the job safety and health movements. And they underestimated how strongly citizens feel about toxic chemicals, clean water and air and safe food.

Dr. Eula Bingham, director of the Occupational Safety & Health Administration in the Carter Administration, sees an "enormous amount of potential" in grass-roots action on job safety and health and environmental issues. Bingham expressed her views in a Washington lecture sponsored by the Urban Environment Conference, an alliance of labor, environmental and minority groups.

Bingham recalled what happened after the Reagan Administration killed a chemical labeling rule early in 1981. Labor, environmental, community—and even business groups in one case—worked together to get strong right-to-know labeling laws passed in more than a dozen states and many cities. Chemical labeling became a "natural community organizing issue," she said.

Grass-roots VDT action

She pointed out that similar action on rules governing the health and safety of video display terminals (VDTs) is under way in nine states.

Citizen actions also were inspired by such chemical contamination disasters as Love Canal, Times Beach, Mo., the James River in Virginia, polybrominated biphenyl in Michigan and most recently, ethylene dibromide. Communities as diverse as liberal Berkeley, Calif., and conservative Wauconda, Ill., for example, passed regulations governing the use of pesticides, thus protecting workers who do the spraying, Bingham said.

Bingham tossed out ideas for the UEC participants on possible strategies for grass-roots coalitions to move job safety and health and environmental concerns forward.

Generic regulations

One way to move ahead would be through generic regulations, such as OSHA's cancer policy, proposed under the Carter Administration but waylaid by the Reagan Administration. The proposed rule would have set criteria for determining cancer-causing substances and prescribed action for protecting workers.

If the cancer policy had been implemented "the way we envisioned, we wouldn't have had to deal with EDB," Bingham said. Action on the potent toxic pesticide would have been required once it was listed as a suspected carcinogen.

With more than a half million chemicals in use in U.S. industry, "there is no way in the world that this country can deal with chemicals one at a time," Bingham said. "It's impossible."

In addition to a cancer policy and chemical labeling, other generic standards suggested by Bingham included a pesticide standard and a training standard that would require a certain amount of training before workers use a chemical or perform hazardous jobs.

Bingham said grass-roots coalitions could make use of "leveraging mechanisms" to implant job safety and health and environmental rules in city planning and local health department policies and in building and fire codes.

This type of "leveraging," she said, could make some health and safety and environment legislation invulnerable to hostile administrations.

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* deceased

LEGISLATIVE ALERT!

Bankruptcy Bill Pushed to Big Victory in House

Under the leadership of House Judiciary Committee Peter Rodino (D-NJ), legislation on four aspects of bankruptcy reform (see box, below) was hammered into a compromise package that included collective bargaining provisions endorsed by the AFL-CIO. These provisions were designed to remove the threat to wages, pensions, health care, work rules, seniority, and other benefits of a union contract.

"...This bill clarifies Congressional intent with respect to the limited circumstances under which a collective bargaining agreement may be rejected in a bankruptcy case," Rodino told fellow House members. "This bill would require the bankruptcy judge to apply the standard used in the Second Circuit (court case)...Under this standard, the collective bargaining agreement would not be subject to rejection...unless the jobs covered would otherwise be lost and any financial reorganization of the debtor (company) would fail."

Desire to Operate Without Unions Is Not Reason Enough

Rodino noted that even the Reagan Administration's Solicitor General said it is proper to break union contracts "only when necessary to accomplish the bankruptcy goal of avoiding collapse of the business, not simply because an employer prefers to operate without the restrictions of the collective bargaining agreement."

The Rules Committee adopted a rule for debate that allowed consideration of an alternative approach on the question of bankruptcy courts, as well as a motion to recommit the bill, that is, send it back to committee with instructions for changes.

A few Republicans complained that the rule was overly restrictive, but Rep. Barney Frank (D-MA) squelched criticism by recalling the massive Reagan budget cut bill which amended hundreds of laws, including those affecting Social Security and other important programs, and which was pushed through Congress with no chance for amendment.

And just before the vote on the rule, Rules Committee Chairman Claude Pepper (D-FL) noted that the rule allowed any member to offer a motion to recommit the bill. "They have complete blank authority to knock anything out, to revise, offer a substitute, amend it in any way they wish to," he said.

A motion to send the bill back to committee was offered, but was rejected overwhelmingly by a voice vote. Republican Whip Trent Lott (R-MS), whose job is to count Republican votes, had also denounced the rule ("unusual, inexcusable, indefensible..."), but he did not ask for a roll call because he knew that at least 300 members supported the bill and had voice-voted against recommittal. The bill then received final passage, again on a voice vote with no demand from the handful of indignant opponents for a count.

Under the rule, any Republican who condemned the collective bargaining provisions could have moved to recommit the bill with instructions to delete or weaken them. But no one did so because everyone knew a roll call would only provide hard numerical evidence of support for the bill. And thus it would send a signal to the Senate that conservatives did not want to send, namely that any attempt in the Senate to gut the collective bargaining provisions would be resisted strenuously by the House.

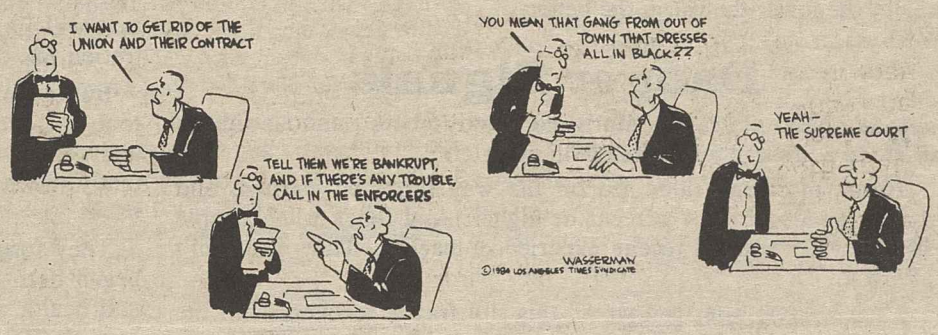
Here's What H.R. 5174 Would Accomplish:

1) **Bankruptcy court reform.** In June 1982 the Supreme Court declared the bankruptcy court system unconstitutional because bankruptcy judges were exercising broad powers comparable to those of federal district judges without the life tenure of district judges. The high court told Congress to revise the system.

2) **Collective bargaining** when corporations file for bankruptcy. Under the Supreme Court's recent Bildisco decision, employers can file for Chapter 11 bankruptcy reorganization in order to break their union contracts, and bankruptcy may be allowed if the union contract is "burdensome." The AFL-CIO urged Congress to overrule this decision and make clear that its intention in passing bankruptcy amendments in 1978 was not to allow companies to use Chapter 11 to break unions.

3) **Consumer bankruptcy** amendments, to prevent abuse but maintain bankruptcy as a fresh start for families with severe financial problems caused by recession, medical emergency, or other hardship.

4) **Protections for farmers** against grain elevator companies who store grain and promise payment when the grain is sold but go bankrupt, leaving the farmers' grain impounded in the elevators and unavailable for sale.



REMARKS ON THE BANKRUPTCY BILL:

Rep. Peter Rodino (D-NJ): "Addressing the Bildisco case, I would like to point out to the Members who take issue with that, that the Solicitor General of this Administration's Dept. of Justice took the position which we now codify, when he argued...that the REA Express case standard was the proper standard because it acknowledged federal labor policy."
(Note: Under the REA Express standard, a company can break its union contracts only if that is the only way to successfully reorganize, save the company and save jobs. This is much better than the Bildisco standard, which allows breaking of contracts if they are a "burden.")

Rep. Barney Frank (D-MA): (after Rep. Dan Lungren (R-CA) spoke out against Congress overturning a Supreme Court decision): "My friend from California knows the difference between constitutional decisions of the Supreme Court and matters of statutory interpretation...We are dealing here with the Court having said, 'This is what we think the law means,' and it is now up to Congress to say, 'No, we do not want it to mean that; we want it to mean the other.'"

UNETHICAL BEHAVIOR STANDARD PROCEDURE IN REAGAN ADMINISTRATION

Three years ago the Reagan Administration came to Washington with a promise of moral leadership and high ethical standards. Today it is clear that instead the Reagan Administration has set new standards for greed. At least 25 high-ranking officials have resigned, been fired or had nominations withdrawn after disclosures of ethical malfeasance. Following are some of the most notorious examples:

- Reagan Counselor **Edwin Meese**'s nomination for Attorney General may be rejected because of Meese's habit of taking interest-free loans from people who later received government jobs. Six people who loaned Meese money received federal posts, including his own deputy.

- Assistant Defense Secretary **Richard Perle** urged the Department of Defense to buy munitions from a company that had paid him $50,000 in consulting fees.

- As head of the Occupational Safety and Health Administration, **Thorne Auchter** approved the dismissal of $12,680 in penalties and 12 safety citations against a Kansas construction company. On March 30 Auchter resigned in order to take a job as president of the firm's parent company.

- CIA Director **William Casey** refused to put his extensive stock holdings into a blind trust until the Senate pressured him to do so. He traded more than $3 million in stock while serving as CIA director, raising questions about the possibility of trading on inside knowledge. **Max Hugel**, Casey's right-hand man, resigned following allegations of shady stock dealings.

- Attorney General **William French Smith** took thousands of dollars in questionable tax write-offs in an oil and gas drilling venture. He agreed to give up the questionable deduction--but only after unfavorable publicity.

- Former Housing and Urban Development Assistant Secretary **Emmanuel Savas** used his government staff to write and edit his book. The book's title: Privatizing the Public Sector.

New York voters say 'yes' to Mondale

Pennsylvania next big test for candidates

AFL-CIO news
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The presidential primary spotlight shifted to Pennsylvania but the glow from Walter F. Mondale's big New York victory put the Democratic nomination battle in a new light.

No one—and certainly not Mondale—was claiming victory with the delegate selection process still shy of the halfway mark. But the burden is now on Colorado Sen. Gary Hart to demonstrate that his media-propelled campaign has not run out of steam.

Hart was swamped in New York, losing to Mondale in virtually every section of the state and among all of the elements of the traditional Democratic coalition. He received only a minuscule vote in black neighborhoods where Jesse Jackson was the big winner and Mondale the runner-up.

In the tally, Mondale polled 605,000 votes or 45 percent to 369,000 or 27 percent for Hart and 344,000 or 26 percent for Jackson. Jackson could take encouragement from an improvement over past primaries—and for his role in bringing out a record black turnout in a presidential primary. But there was no solace for Hart, who had outspent Mondale heavily and went into the state with the updraft of a victory in neighboring Connecticut.

Widening lead

A series of television debates helped widen Mondale's lead, observers concluded. And Hart gave that view credence with an angry post-election comment.

No longer, Hart said, would he respond to Mondale's attacks on his record or accusations about his flip-flop on issues. "Mondale got me down to his level," Hart asserted. "He won't do that again."

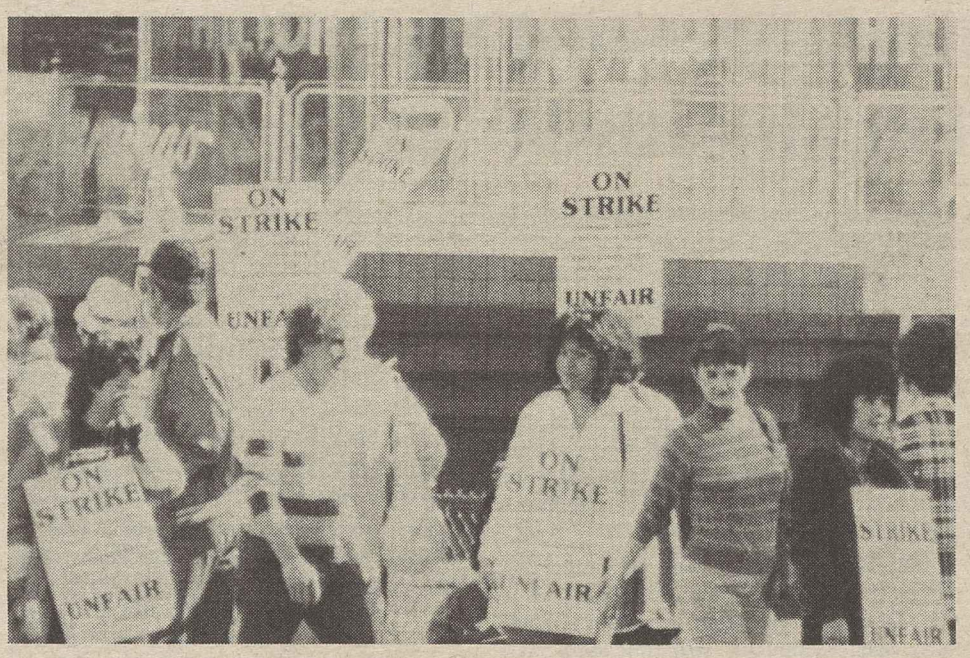
As the exit polls and then the votes showed the extent of Mondale's victory, it was clear that union members were strongly supporting Mondale and overwhelmingly rejecting Hart. Nearly half the Democratic voters were from union households, exit polls indicated.

Another big plus for Mondale was active support—not just a nominal endorsement—from the state's leading Democrats including Gov. Mario M. Cuomo, New York Mayor Edward I. Koch and Sen. Daniel Patrick Moynihan.

Hart will again be outspending Mondale in Pennsylvania, as the pressures of an early start push the Mondale campaign close to the legal limits on spending in a presidential nomination contest. Again, Mondale will rely on televised debates, personal campaigning and the efforts of the groups supporting him to get his message across.

Continued on Page 6

Wealthy gain, poor lose under Reagan's policies



Striking casino and hotel workers picket on "The Strip" in Las Vegas.

Studies show effects of tax, budget cuts

By Susan Dunlop

Two studies by non-partisan investigative arms of Congress confirm organized labor's long-standing charge that the Reagan Administration's policies are helping the rich to get richer at the expense of workers and the poor.

An analysis by the Congressional Budget Office of the combined effects of the Reagan budget and tax cuts shows that low-income families are actually losing money in 1984 while those in the upper brackets are pocketing thousands in cash gains.

In a separate study, the General Accounting Office found that the deep Reagan slashes in social welfare programs—such as Aid to Families with Dependent Children, food stamps and medical aid—have already resulted in lost income and increased hardship for poorer families. Many fell below the poverty line when they lost assistance in spite of the fact that they continued to work, the GAO found.

Giant step backwards

The CBO study looked at the effect of the Reagan budget and tax changes since 1981 on five income groups and found that families with incomes under $10,000 gained about $20 from the Reagan tax cuts, but lost $410 because of budget cuts in both cash and non-cash benefit programs, such as food stamps, for a net income loss of $390 a year.

Families with incomes of $10,000-20,000 drew meager benefits from the Reagan policies, CBO data showed, achieving on the average a net income gain of only $30 a year.

Those with family incomes of $20,000-40,000 were a little better off with net gains of $1,010 a year. The pace picked up for families with incomes of $40,000-80,000 who averaged $2,900 a year more in their pockets.

Continued on Page 2

U.S. intervention urged

Police, guards attack strikers in Las Vegas

Las Vegas, Nev.—A strike by more than 17,000 employees of this city's multi-billion dollar hotel-casino industry has escalated into a major confrontation between the labor movement and corporate gambling operators.

Violence against strikers by police and hotel security guards brought a strong protest from AFL-CIO President Lane Kirkland and a call for Justice Dept. intervention.

On the picket lines are waiters and musicians, stagehands and bartenders, hotel maids and cooks, the men and women who keep Las Vegas glittering day and night.

Some 40 percent of the city's hotels reached agreement with a union coalition without a strike, including such major establishments as the Dunes, Stardust, Riviera, Circus-Circus, Alladin and Fremont. The four-year contracts were ratified overwhelmingly by some 15,000 union members.

The struck hotels are members of the Nevada Resorts Association, which has demanded wage freezes, fringe benefit cuts and a string of takeaways affecting job security and working conditions. Management proposed virtual abolition of the guaranteed workweek and a wipeout of work classifications.

The AFL-CIO dispatched staff to Las Vegas to assist the striking unions—the Hotel Employees & Restaurant Employees, Musicians and the Theatrical Stage Employees. And Sec.-Treas. Thomas R. Donahue is sending letters to all federation affiliates urging them to make contributions to the unions' strike fund.

In a letter to Atty. Gen. William French Smith, Kirkland urged the Justice Dept. to send marshals to Las Vegas because

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MEMO FROM COPE
PAGE 8

Crafts warn of cracks in economy

By David L. Perlman

America's building trades unions sounded a national alert that high interest rates and deteriorating public facilities threaten to snuff out the nation's economic recovery.

That was the message that more than 3,000 delegates to the national conference of the AFL-CIO Building & Construction Trades Dept. brought to Capitol Hill. And when they had delivered it, they returned to their home communities with a new mission of coalition-building to further labor's program.

The conference's legislative goals meshed closely with an impressive display of political unity—a strong message of support for the presidential candidacy of Walter F. Mondale.

At the opening of the three-day conference, with representatives of 15 affiliated unions and nearly 400 state and local councils filling a huge auditorium, there was repeated applause for BCTD President Robert A. Georgine's praise of Mondale.

Mondale's journeyman skills

Mondale is "a journeyman skilled in the craft of government," Georgine said, "a person who understands what it is like to work with your hands" and a leader who can move the nation ahead.

The delegates cheered when AFL-CIO President Lane Kirkland contrasted Mondale's record with the Reagan Administration's hostility to unionism and when Kirkland assailed the "cheap shots at the trade union movement" that have marred the presidential campaign of Sen. Gary Hart.

They applauded enthusiastically an innovative audio-visual biography of Mondale that the Building & Construction Trades Dept. produced for showing to union audiences.

And when Mondale spoke to the conference by telephone hookup from New York on the day of that state's primary,

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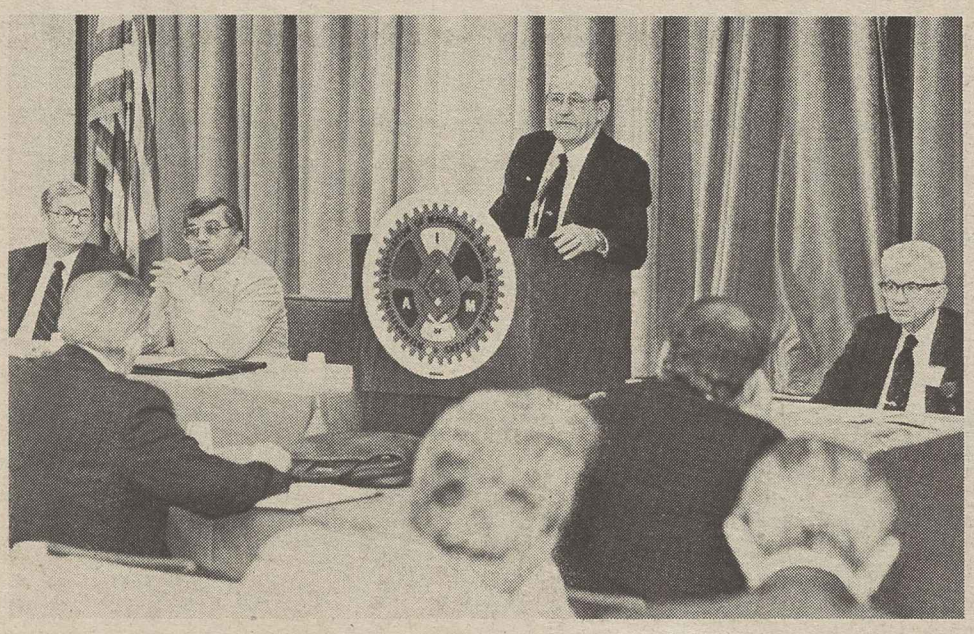


Machinists President William Winpisinger addresses conference on union retirees. From left, are AFL-CIO COPE Director John Perkins, James Kennedy, assistant to Sec.-Treas. Thomas R. Donahue, and Occupational Safety, Health & Social Security Director Bert Seidman.

Key role of retirees stressed in reaching union objectives

The crucial role union retirees play in the achievement of organized labor's goals was examined in a conference on retired members organized by the AFL-CIO Dept. of Occupational Safety, Health & Social Security.

More than 50 participants attended the meeting which included discussions on the part retirees are playing in the 1984 election campaigns, retired members' efforts in grass-roots lobbying, and other community programs where dedicated volunteers are needed.

The participants also examined programs for establishing retirees' clubs and methods by which unions can provide a variety of services to retired members.

AFL-CIO Vice President William Winpisinger, who chairs the Executive Council's Committee on Retirees, observed that as the life span of all Americans increases, the concerns and needs of older people are taking on growing importance.

Winpisinger, who is president of the Machinists, pointed out that working people and the elderly are natural allies in the 1984 elections since both have been badly hurt by the policies of the Reagan Administration.

He stressed that a major challenge of 1984 is for organized labor to do even more to "mobilize our retirees to elect Walter Mondale" as president.

James Kennedy, assistant to AFL-CIO Sec.-Treas. Thomas R. Donahue, said that both unions and retired members would be served by expanded efforts to "tap the talent, experience and energy that abounds among our retired members."

He called senior citizens an "important political power" and pointed out that in the Democratic primaries, older people have been among the strongest supporters of Mondale's candidacy.

Praiseworthy efforts

AFL-CIO COPE Director John Perkins reported on the overall progress made by Mondale through the Democratic primaries and applauded the key role retirees have played in grass roots campaign efforts among union members.

Perkins stressed that older members are more likely to weigh carefully the recommendations of union leadership before making up their minds on whom to vote for. He noted the successful responses many unions have received from mailings to retired members, and he urged other unions to maintain accurate lists of retirees.

In a wide-ranging discussion, conference participants exchanged views on the need for full-time union staff assignments to work on retiree activities and the importance of urging all retiree organizations to affiliate with the National Council of Senior Citizens and cooperate with the Concerned Seniors for Better Government.

The group also discussed the value of unions establishing a mechanism, through convention action if necessary, that will serve as a link to retired members.

Directory rates doctors on their Medicare fees

Doctors who are likely to accept assigned Medicare rates as full payment for their services are now listed in nationwide directories published by the Dept. of Health & Human Services.

HHS said its directories include the names and addresses of physicians and the percentage of Medicare cases for which they accepted the government's assigned rate for the previous year.

The directories will be available at social security local offices, in 725 state and local agencies on aging and at Medicare carrier offices.

Under Reagan's policies

Low-income workers pay for gains of rich

Continued from page 1

The big bonanza, the CBO figures showed, went to families in the $80,000-and-up bracket. A whopping $8,390 gain from the Reagan tax cuts and a barely noticeable loss of benefits from federal programs gave these wealthiest families an average of $8,270 more a year.

The CBO findings also supported organized labor's charges that the Administration's tax cuts amount to "a raid on the federal treasury."

CBO data said the government will lose $93.6 billion in revenues this year thanks to the tax package. That figure is more than four times higher than all the cuts in spending for benefit programs which the Administration sought as part of its failed effort to balance the federal budget by 1984. The budget deficit this year is expected to be more than three times larger than when President Reagan took office.

The study of the effect of the Reagan cuts in aid programs was conducted by the General Accounting Office at the request of Congress. It showed that even though most of the nation's "working poor" retained jobs after the Administration gutted AFDC, food, health and other aid programs, most have not been able to earn enough to make up for the loss of income from the programs.

Many of those families, GAO said, have slipped back below the government's official poverty line, which now stands at $9,900 a year for a family of four.

The GAO investigation, which focused on Boston, Dallas, Memphis, Tenn., Milwaukee and Syracuse, N.Y., showed that the Reagan assault on the aid programs has cut the number of households getting help from about 3.6 million in 1981 to 3.1 million in an average month today.

The GAO also found that few people who lost aid quit their jobs to requalify for welfare. But although many increased the number of hours they worked and the wages they earned, their actual purchasing power dropped significantly.

Compared to 1981, GAO said, average monthly income for those who lost benefits dropped from $923 to $808 in Boston, from $744 to $515 in Dallas, from $649 to $463 in Memphis, from $998 to $818 in Milwaukee and from $871 to $720 in Syracuse. The amounts were calculated in terms of the purchasing power of the dollar in 1981.

The report also found that many people who lost AFDC benefits lost their eligibility for food stamps and Medicaid at the same time, when the Reagan Administration tightened eligibility requirements for those programs. The GAO's data indicated that many families in the survey had little or no private health insurance. Many said they were forced to turn to charity for food after running out of money.

Hardest hit

Meanwhile, a separate analysis of the effect of the Reagan budget cuts charged that women and children have unfairly borne the brunt of the cuts.

According to the labor-supported Coalition on Women and the Budget, the Reagan Administration has cut more than $100 billion in the past three years from human resources programs whose prime beneficiaries are women and children.

At a press conference releasing the report, Eleanor Holmes Norton, former head of the Equal Employment Opportunity Commission, charged that the Administration has sought "unwarranted cuts in domestic survival programs that have weakened, not strengthened families; that have made children hungrier, not healthier, and that have added red tape and regulation to the lives of people depending on government aid."

The coalition includes 78 labor, women's, civil rights and religious groups.

Cost curbs pressed to avoid slashing of Medicare benefits

Cost controls on Medicare payments to hospitals and physicians are a fairer and more effective way to keep the programs solvent than putting a bigger burden on workers and retirees, the AFL-CIO testified.

Stan Arnold, secretary-treasurer of the Michigan Building & Construction Trades Council, told the House Ways & Means Committee why the two labor members could not go along with the majority recommendations of the Social Security Advisory Council.

One of the recommendations that drew a strong dissent from Arnold and President Alvin E. Heaps of the Retail, Wholesale & Dept. Store Union would raise the age of eligibility for Medicare benefits from 65 to 67 over the next five years. Another labor-opposed recommendation would raise revenue for the Medicare program through the Administration's proposed tax on health insurance coverage employers provide for workers beyond a basic program. Others would raise deductibles to be paid by patients and impose new taxes on liquor and cigarettes.

Arnold said he and Heaps welcomed the conclusion of the advisory council that Medicare eligibility not be made contingent on income.

Any sort of means test "would violate the very essence of the Medicare program," they stressed.

But the labor members strongly disagreed with the majority conclusion that general tax revenues should not be tapped to make up any shortfall in the hospital insurance trust fund that pays for Medicare. Other advisory councils, appointed under prior administrations, have endorsed general revenue contributions to social security, Arnold noted.

Voucher system

The labor members also opposed a "voluntary voucher" proposal which would let private insurance companies skim off the healthier retirees while leaving Medicare to handle the bigger risks and highest costs.

On cost control, Arnold noted labor's strong endorsement of legislation introduced by Sen. Edward M. Kennedy (D-Mass.) and Rep. Richard A. Gephardt (D-Mo.).

The Kennedy-Gephardt bill would tighten existing controls on hospital charges for Medicare patients and put comparable cost limits on in-hospital physician fees.

Bankruptcy bill delayed in Senate

The Senate remains the focus of labor's push for legislation to stop employers from using federal bankruptcy proceedings as a means of tearing up their union contracts.

Congress wasn't unable to resolve the issue before an Apr. 1 deadline for action on legislation to reshape federal bankruptcy courts, so it voted to put off the deadline until May 1.

That's the bill to which the House last month attached labor-supported legislation to remedy a Supreme Court decision allowing employers to abrogate union contracts as a byproduct of bankruptcy proceedings. As the Supreme Court read the existing bankruptcy law, virtually the only standard employers would have to meet is that the union contract is "burdensome" to the company.

The House-passed bill would clearly deal with the issue. But an attempt to negotiate an agreement with key Republican senators on a comparable protection for collective bargaining fell short. The version that was proposed by Senate Labor Committee Chairman Orrin G. Hatch (R-Utah) was too weak to garner labor support.

Ineffective compromise

In a letter to Hatch, AFL-CIO President Lane Kirkland said the proposed compromise would likely be construed by the courts as merely continuing present law in terms of the standard that bankruptcy judges apply in considering whether to allow an employer to escape a union contract.

AFL-CIO Legislative Director Ray Denison alerted union legislative coordinators to the importance of building support in the Senate for language that would reinstitute the test used before 1978 changes in the bankruptcy law resulted in a different court interpretation.

That earlier test, adopted in the House-passed bill, would allow a company to disregard its contract obligations only if it couldn't get a union to agree to changes necessary for the company to stay in business and for the preservation of the jobs of its workers.

"As of now," Denison said, "virtually all senators agree" on two of labor's goals —a prohibition against companies tearing up union contracts when they file for bankruptcy, without first getting court approval, and a requirement that bargaining between the company and union continue during the bankruptcy proceedings.

Denison said the "stumbling block" in the Hatch proposal is retention of the standard that a union contract which is merely "burdensome" to an employer may be set aside by a bankruptcy judge. The AFL-CIO is asking senators to restore as closely as possible the stronger standard that had been in effect before 1978.

Israeli airline denounced on strike tactics

Negotiators for the Machinists and the Israeli government-run El Al airline met with federal mediators in Washington to try to resolve contract differences that forced the union to strike the carrier.

The walkout began Mar. 15 after the parties had exhausted all procedures under federal regulations governing labor relations in the airline and railroad industries. It involves some 250 IAM members.

El Al wants more than a dozen concessions in a new contract to replace the two-year agreement that expired Mar. 31, 1983, the IAM reported. As part of its hard-line position, El Al management flew in some 60 Israeli strikebreakers.

Responding to AFL-CIO President Lane Kirkland's complaints over the use of scabs, Sec.-Gen. Yerucham Meshel of Histadrut, the Israeli labor federation, condemned "in the strongest possible terms" El Al's handling of the dispute, and demanded that the strikebreakers be recalled to Israel immediately.

"Histadrut expresses its full solidarity with striking El Al employees," Meshel said in a cable to Kirkland, "and will continue pressing for speedy resolution of conflict in accordance with free democratic trade union principles."

Broken promise

While Meshel said El Al management had agreed to remove the strikebreakers, IAM's Gene Hoffman, the union's chief negotiator in the El Al talks, said they had not yet been recalled.

Hoffman charged that the carrier is attempting to "do away with a lot of our people" on the job. El Al has a domestic flight between New York and Miami.

"In the negotiations, which have gone on a year now, talks have been strictly one-sided and on a take-it-or-leave-it basis," Hoffman said.

Besides a three-year wage freeze, El Al wants to contract out work now done by IAM members in its automotive and commissary departments, weaken job security provisions and layoff various units, reduce vacations across the board by five days, and have the right to cross-utilization of workers in various job classifications.

IAM members employed by El Al include mechanics, storekeepers, commissary agents, cargo agents, flight dispatchers, passenger agents, reservation clerks and office personnel.

The union has held demonstrations both at Kennedy International Airport and at the Israeli consulate in New York. Joining the El Al employees at the Apr. 1 demonstration at Kennedy were IAM members employed by Aer Lingus, Alitalia, Eastern, Northwest, and British Airways.

El Al has a long history of labor disputes in Israel, experiencing 69 wildcat strikes in the past 10 years. In 1982, the airline shut down for four months as a result of labor problems.

Building trades President Robert Georgine warns of economic potholes.

Building Trades shape coalitions, gird for political, legislative drive

Continued from page 1

delegates responded with a standing ovation and shouts of encouragement.

The polls hadn't yet closed, but Mondale was jubilant. "Everywhere I go," he told them, "building trades people are there. We're going to win this election. The issues are with us."

Besides meeting with their home-state congressional delegations, the conference participants took part in workshops dealing with issues ranging from pension legislation to labor law interpretations. And many of them stayed over for a separate safety and occupational health conference.

Georgine stressed in his closing remarks the need to follow through with grass-roots lobbying efforts, letter-writing campaigns and political education programs.

Earlier, he spelled out the type of coalition-building that the national leader of the construction unions sees as broadening local support for labor's goals.

Unions whose members work on housing construction should be working closely with community groups concerned at the lack of affordable housing, Georgine urged.

Likewise, unions involved with energy conservation have common ground with citizen groups with similar concerns. And Iron Workers who build bridges also "can build a coalition to rebuild bridges," he said. For other trades, common concerns might range from mass transit systems to historical preservation.

In the private sector, the building trades leaders are concerned that a rise in interest rates will choke off both commercial and residential construction. And in the public sector, communities just recovering from recession and some still devastated by unemployment have been unable to fund needed repair of the infrastructure—the roads, bridges, sewer systems and other essential facilities of an industrial society.

There is also concern at the inroads made by open-shop contractors—aided by a government-encouraged anti-union climate and such actions as the Labor Dept.'s decimation of the Davis-Bacon Act through regulatory changes.

Strength in adversity

An anti-union climate is nothing new, Georgine reminded the delegates. Unions have survived and gotten stronger in adversity. And "by raising the standard of living of working people, we created the greatest economy in the world."

He asked support for the department's "market recovery program" which is keyed to helping fair contractors become more cost competitive with open shop firms. By such measures as a critical examination of traditional work practices, Georgine said, "we will recapture work that is now going non-union."

In their home communities, Georgine urged, unions can use the expertise of their members to identify public facilities that need to be repaired, rebuilt or replaced. They can develop community needs surveys and publicize the findings in the news media, he stressed.

Kirkland told the delegates that "the building trades are not afflicted in isolation" by the regressive policies of the Reagan Administration.

"The hardships your members have suffered cannot be separated from the problems of the poor, the decline of industry, disastrous trade policies, outrageous interest rates, and repressive social policies that have brought pain to your brothers and sisters in other trades. We are all in the same boat," Kirkland pointed out.

Rail unions to seek 30% boost over 3 years in new contracts

Unions representing most of the nation's railway workers filed notices with major railroads that they will seek wage increases, improved fringe benefits, and work rule changes in bargaining set to begin this spring.

The filings, known under the Railway Labor Act as Section 6 notices, call for pay boosts amounting to 30 percent over a three-year period beginning July 1, 1984, continuation of cost-of-living adjustments, expanded health and vacation benefits, and other gains. About 300,000 workers are involved in the negotiations.

All but one union, the Yardmasters, now have filed notices. Under the Railway Labor Act, the parties must commence bargaining within 30 days after the notices are filed. Management's reply generally comes within 10 days of the union's filing.

The United Transportation Union and the unaffiliated Locomotive Engineers were the first to file. The most recent notice was served Apr. 2 by the Maintenance of Way Employees.

Other unions are the Signalmen, Railway & Airline Clerks, Dispatchers, Firemen & Oilers, Carmen, Machinists, Boilermakers, Electrical Workers and the Sheet Metal Workers.

The unions' wage proposal is for six 5-percent increases effective every six months starting July 1. In addition, they are asking for continued COL adjustments, without the current 4-percent "cap," payable at six-month intervals beginning July 1.

All unions also are asking for identical increases in health and welfare benefits, including establishment of a new vision care plan and improvements in early retirement, major medical insurance, and dental plans.

They also are seeking more personal leave days and paid holidays, and increases in overtime rates of pay.

Some unions are placing heavy emphasis on management's growing practice of contracting out work they feel their members should perform. The Waymen, for instance, call the issue a matter "most important to the well-being of our membership."

Contracting-out

BMWE President Ole Berge said the contracting-out issue will be addressed on a local basis, rather than nationally, and that the union will open negotiations on the matter with five railroads, the Missouri Pacific, Seaboard, Chesapeake & Ohio, Baltimore & Ohio and the Richmond, Fredericksburg & Potomac.

Berge said that "hard bargaining" will be conducted with these railroads before pressing the issue with other carriers.

While the unions' proposals generally are the same, individual unions are seeking particular improvements. BRAC, for example, is asking that longevity pay be awarded employees who have one or more years of continuous service. It seeks additional pay of five cents an hour per year of service.

The BMWE seeks clothing allowances, shift differential pay, improved job security, and interest payment on retroactive wage hikes.

The shopcraft unions — Boilermakers, Carmen, Firemen & Oilers, Machinists, Sheet Metal Workers and the Electrical Workers—want to establish a new $13.26 minimum hourly rate, with all other hourly rates adjusted upward to maintain existing differentials, before the general, percentage wage increases are applied.

Racial slur costs Coors

Los Angeles—Some 500 Southern California liquor store owners have joined the boycott of Coors beer to protest remarks made by the firm's chairman, William K. Coors.

Los Angeles NAACP President John T. McDonald III reported at a news conference that store owners in four heavily populated counties have been voluntarily taking Coors products off their shelves, refusing additional shipments of the beer and urging customers to buy other brands. McDonald was joined at the news conference by AFL-CIO Field Rep. David Sickler who has coordinated the federation's boycott of Coors since 1977.

The store owners' action was sparked by racial slurs made by the Coors executive earlier this year to a minority business group. He called black African leaders intellectually inferior to their former white colonial governors and suggested that "one of the best things (slave traders) did for you is to drag your ancestors over here in chains."

The AFL-CIO's boycott of Coors beer began in 1977 after the company forced workers at its Golden, Colo., brewery to strike over management contract demands that workers called insulting to human dignity and their civil rights, such as the use of lie detectors and body searches.

Kirkland blasts failure to enforce pay equity as 'basic human right'

Unions will continue to fight for pay equity at the bargaining table and in the courts because the concept is grounded on organized labor's most basic principles, AFL-CIO President Lane Kirkland said in a statement to a House subcommittee.

Kirkland termed pay equity "a basic human and civil rights issue." It reflects the trade union premise that "every worker in this country has dignity and that the job he or she performs has worth for which the worker should be fairly paid," he said.

His statement of support for pay equity principles was submitted to a House Post Office & Civil Service Subcommittee on Compensation, headed by Rep. Mary Rose Oakar (D-Ohio).

Kirkland said unions have worked for many years to end pay discrimination against women through organizing, collective bargaining and litigation.

Organized labor doesn't believe that "any of the excuses that have been given for ignoring the segregation of women into low-paying jobs and the discrimination that exists in compensation is legitimate," he stressed.

The federation president noted that court decisions upheld by the Supreme Court make it clear that "existing law provides the legal tools to achieve pay equity."

Government inaction

But Kirkland was sharply critical of the failure of the Reagan Administration not only to provide a "strong government lead" to spur the private sector into voluntary compliance with the law, but also for its "shameful" failure to enforce the law in cases where charges have already been filed with the Equal Employment Opportunity Commission.

"It is an unhappy fact," Kirkland said, "that the message the Reagan Administration's inactivity is sending to the employers of America is that sex discrimination in wages and salaries is not really very important or very wrong."

In testimony before the committee, Service Employees President John J. Sweeney called the fight for pay equity "one more step in the long history of workers fighting for wage justice."

Unions have provided "tremendous leadership" in the achievement of pay equity, he said. But Sweeney warned also that "our efforts cannot flourish and cannot end discrimination without the total and dedicated enforcement of the laws enacted to end sex-based wage discrimination."

Government Employees President Kenneth T. Blaylock said achievement of pay equity in federal employment has been hampered by barriers that currently prevent many highly qualified female clerical workers in the federal service from promotion to better paying administrative jobs held mostly by men, although the skills and responsibilities are similar.

Barbara Hutchinson, director of AFGE's women's department and an AFL-CIO vice president, told the committee that many of the union's efforts to fight wage discrimination in federal employment have been stymied by Reagan Administration policies. Cutbacks in EEOC federal sector compliance programs and staff have made it more difficult for federal employees to push discrimination cases, she said.

Success at USPS

In other testimony, Postal Workers President Moe Biller pointed to the union's successful efforts to achieve pay parity and equal opportunity for women and minority postal workers as an example of how to eliminate workplace discrimination.

Biller credited the high rate of union membership among postal workers as the key factor in the achievement of equity goals in the postal service.

State, County & Municipal Employee Women's Activities Director Diana Rock said the union is committed to achieving pay equity through bargaining, legislative action and, where necessary, litigation. Of those means, she called collective bargaining "the best hope" for both workers and employees to successfully resolve pay equity issues and adjust salaries.

Florine Koole of the Communications Workers emphasized that pay discrimination is not only "offensive for social and moral reasons," but also amounts to a highly inefficient use of economic resources.

Koole told the committee that women who are "forced to work in a female ghetto" cost employers more in the long run in squandered talent and skills, high turnover, and higher health care costs for stress-related illnesses and lower productivity.

Injured striker is carried away for emergency treatment after he was run over twice by a car that crashed a Las Vegas picket line.

Hotel managements mount attack on Las Vegas unions

Continued from Page 1

"local police have proven unable or unwilling to maintain order and protect workers' rights."

Kirkland cited the events of Apr. 4, when "in a melee created by a totally unwarranted attack upon peaceful pickets by private and public police, a dozen pickets were injured and 19 pickets were arrested and detained."

"Not a single private guard was charged or arrested in spite of clear evidence of their brutal conduct in knocking down and beating several pickets. Such evidence is still available from local television outlets which screened these scenes of violence. Similar violence against pickets occurred at other hotels as well, with more than a score of union officials and members brutally beaten and otherwise abused," Kirkland reported.

Most of the strikers are members of Culinary Local 226 of HERE. Members of Bartenders Local 165 and Musicians Local 369 also struck, as did members of Stagehands Local 720 darkening some of the resort city's most glamorous productions.

Hotels that were being picketed include the Las Vegas Hilton, Flamingo Hilton, Desert Inn, Tropiciana, MGM Grand, Caesar's Palace, Sands, Frontier, Union Plaza, El Cortez, Four Queens, Mint, Marina, Holiday Inn, Flashmark Center Strip, Holiday Inn South, Treasury, Castaways, Silver Slipper, Holiday International Showboat, Sam's Town, California Hotel, Golden Gate, Western and Western Ho.

In a letter to officials of the Hilton Hotels chain, Kirkland urged top-level intervention to end "the brutality of your hired guards" and to "save the good name of the Hilton Hotels Corp. with the public and trade union members" by negotiating a fair settlement of the dispute.

No discussions have been held since the start of the strike and none is scheduled, the unions reported.

Vincent J. Sirabella, director of organization for HERE, said the union's locals across the country were acting to alert prospective tourists to the situation in the struck Las Vegas hotels.

In a display advertisement in the Apr. 5 Las Vegas Sun, one of the 24 casino owners who signed the union agreement sharply criticized association members who refused to go along with the settlement.

Dan Pullian, owner of the Hotel Nevada & Casino, said in the ad: "We are concerned by this strike because it is not the huge corporate hotels that suffer. It is the working people who depend on these gluttonous and insensitive corporations for their living and for the survival of their families."

Pullian accused the struck owners of falsely claiming they couldn't afford to pay higher wages.

Houston Project Scores wins at 2 Beverly units

Houston — The Houston Organizing Project scored back-to-back organizing victories at two Beverly nursing homes, Green P. Lewis, Jr., the project's new coordinator, reported.

On Mar. 28, the Service Employees won a representation election at Caldwell, Tex., by a vote of 47-14, and two days later, SEIU scored another nursing home election victory in Texas City, 35-9.

Lewis, an AFL-CIO assistant regional director, succeeded Robert Comeraux as project coordinator on Mar. 19. Lewis formerly served as deputy coordinator.

Comeaux is now assistant director of AFL-CIO Region IV, which covers Arkansas, Louisiana, Mississippi, Oklahoma and Texas.

First Lady

Postal Service will issue a commemorative stamp Oct. 11 marking the centennial of Eleanor Roosevelt's birth. The late widow of President Franklin D. Roosevelt was a long-time member of the Newspaper Guild.

Employer raids viewed as threat to pension plans

Pension funds are meant to benefit workers and employers shouldn't have the right to terminate retirement plans in order to take back the money that's left over after legal obligations are met, the AFL-CIO insisted.

The Senate Labor subcommittee is considering a bill introduced by Sen. Howard M. Metzenbaum (D-Ohio) to impose a nine-month moratorium on the termination of pension plans that have more than $1 million in "excess assets" that would revert to the employer if the plan were discontinued.

Lawrence T. Smedley, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, urged its passage and expressed concern at the wave of pension terminations undertaken to give employers a cash windfall.

High interest rates in recent years have increased the reserves of some pension plans beyond the minimum required for vesting of earned benefits, Smedley testified.

When such a plan is terminated, employers usually pay off workers with vesting rights by buying individual annuities in their names.

Smedley noted that even though such workers may be assured vested benefits earned prior to the termination of a plan, "they lose future benefits which would have been earned through future service with the employer."

A pension plan is a form of deferred wages, not a gift from an employer, Smedley stressed. Since the contributions paid in by employers have been earned by workers, labor's position is that an employer should not be able to take back a payment into a pension fund.

As a minimum first step, Smedley urged, a moratorium on further terminations should be imposed.

Agenda for '84

AFL-CIO President Lane Kirkland brings the federation's greetings to the Boilermakers week-long legislative conference held in Washington. He is flanked by Boilermakers President Charles W. Jones, right, and Vice President Richard C. Northrip, who headed the Cement, Lime & Gypsum Workers when they merged recently with the Boilermakers. The conference drew 361 delegates.

Labor outraged

Death squad suspect freed in El Salvador

By James M. Shevis

The release of a Salvadoran Army captain suspected of helping to plan the 1981 slayings of two American labor representatives has outraged trade unionists.

"Justice for our murdered brothers has once more been set back by the Salvadoran judiciary," said Executive Director William C. Doherty, Jr., of the AFL-CIO's American Institute for Free Labor Development. He added that the federation will spare no effort to secure justice in the case.

"The workers of El Salvador have great expectations that the murderers will be tried, and that this will restrain the death squads which have heretofore killed with impunity," Doherty said. He stressed that many of the victims have been union leaders.

It was unclear why Capt. Eduardo A. Avila was released from jail Mar. 22. He was let go on the condition that he not leave the country. Avila has connections in high places, including an uncle who sits on El Salvador's 13-member Supreme Court.

Avila had provided investigators significant information linking another suspect, Lt. Rodolfo Lopez Sibrian, and others to the murders of Michael Hammer and Mark Pearlman of the AIFLD and Jose Rodolfo Viera, director of the Salvadoran Institute for Agrarian Reform. But now he "has once again been freed without giving official testimony, delaying even further the feeble efforts to resolve this brutal crime," Doherty said.

"The country's legal system is so inadequate and riddled with corruption that there has not been to date one trial or conviction of anyone for the tens of thousands of political murders which have taken place in that country in the past few years," Doherty charged.

Avila was arrested in December for a military discipline infraction after Salvadoran authorities were warned by Vice President Bush they might lose support from the Reagan Administration if they failed to act. The United States had sought Avila's testimony in the hope that it would enable the courts to bring charges against Sibrian, who reportedly ordered two Salvadoran National Guardsmen to carry out the killings.

The two Guardsmen have confessed to the killings, but under Salvadoran law their testimony cannot be used to implicate others in the crime.

A court summary of the brief legal proceedings against Avila quotes him as saying he had "no knowledge" of the killings, nor of the two National Guardsmen who confessed they shot down and killed the land reform advisers on Jan. 3, 1981, in the coffee shop of San Salvador's Sheraton Hotel.

Guns provided

According to earlier court testimony, Avila and Sibrian gave guns to the Guardsmen to use against the trio. Sibrian currently is on active duty in Chalatenango Province. The Guardsmen are being held.

El Salvador's failure to bring the killers of Hammer, Pearlman and other Americans to justice has been cited by congressional critics and the AFL-CIO as a major reason for opposing more military aid to that country.

Rep. Clarence Long (D-Md.), who heads a House subcommittee that considers all aid requests for El Salvador, used strong language to express congressional frustration over lack of progress in cases of killings of U.S. citizens.

"The thing that would most impress itself on Congress, do the most good for El Salvador, would be if we could get a conviction of a couple of these murderous creeps, get some of the swine put in jail or executed," Long told a news conference during a two-day visit in San Salvador in late March.

Panel hits policy of Coca-Cola in Guatemalan sit-in

A union and human rights delegation back from a fact-finding mission to Guatemala, where union workers have occupied a Coca-Cola bottling plant since mid-February, has demanded that the multinational company live up to a 1980 agreement with its workers.

During its four-day stay in that Central American nation, which has been ruled for many years by violently repressive military regimes, the delegation stayed overnight in the bottling plant, where the occupation has been orderly and peaceful. The sit-in began Feb. 18, the day after the company said it was declaring bankruptcy and closing the plant.

Members of the delegation included officials of the Food & Commercial Workers, the Bakery, Confectionery & Tobacco Workers, and the Clothing & Textile Workers. It also included Patt Derian, Assistant Secretary of State Dept. for human rights in the Carter Administration, as well as representatives of human rights and church groups.

At a news conference in Washington, UFCW President William Wynn said, "We're appalled by the attitude of Coca-Cola in letting this situation happen."

Wynn called on Coca-Cola, an Atlanta-based multi-national corporation, "to protect the sanctity of the workers' collective bargaining agreement and to protect their lives."

Wynn said the UFCW plans to take the case of the Guatemalan workers to Coca-Cola's annual shareholders meeting on Apr. 18. He said the UFCW pension plan owns stock in the company and is prepared to present shareholder resolutions or even mount a boycott of its products.

The UFCW and the Guatemalan union are affiliated with the International Union of Foodworkers (IUF) a worldwide trade secretariat. In 1980, the IUF organized a global corporate campaign against Coca Cola, including a boycott, after four years of management-directed violence against union members at the Guatemala bottling plant. Seven members of the union were killed during that period.

After a five-month campaign, Coca Cola agreed in July 1980 to remove the plant's franchiser, John Trotter, and to finance an ownership transfer, the U.S. reported.

The delegation included Luis Hernandez of BCTW, Richard Plumb and Stanley Gacek of UFCW and Bill Patterson of ACTWU.

Delegates to the Woodworkers convention picket Louisiana-Pacific Corp. headquarters in Portland, Ore. The IWA is boycotting the union-busting firm.

Woodworkers' convention gears up union for election

Portland, Ore.—The Woodworkers geared up for this fall's elections by forming a political action committee to get members more involved in the political process.

"We intend to have some influence in races that affect our members, particularly congressional and state legislative races," IWA President Keith Johnson said as the union announced formation of WOOD-PAC at its 33rd convention.

The political action committee will coordinate voluntary fundraising activities and programs at the union's three levels of operation—local, regional and international.

The more than 300 delegates to the four-day convention here had politics uppermost in their minds. Johnson in his opening speech made it clear that IWA members are demanding change:

"Four more years of unemployment? No! Four more years of union-busting? No! Four more years of discrimination? No! Four more years of military adventuring and profiteering? No! Four more years of repression? No! Four more years of Reagan? No damn way!"

Interest rate concerns

In an industry that has experienced unemployment of 20-25 percent since 1980, the foremost concern of the union is the trend toward higher interest rates. The lumber industry is extremely sensitive to interest rates, because as they rise homebuilding goes down, the demand for lumber declines, and workers lose their jobs.

The delegates denounced the Reagan Administration and the Federal Reserve Board for policies that foster higher interest rates.

Another major concern of the union expressed at the convention is the nation's dwindling timber supply. The delegates adopted resolutions calling for stepped-up reforestation of the West and separation of commercial timberland now locked into wilderness areas.

The convention urged congressional delegations in the Pacific Northwest to help unblock the reforestation logjam that has plagued the industry in recent years. The backlog of unplanted trees in U.S. national forests has soared to eight million acres in the past decade.

Reagan policies

In an address to the delegates, AFL-CIO President Lane Kirkland blasted Reagan Administration policies that have led to high levels of unemployment.

The only ones better off today than they were four years ago, Kirkland remarked, are the "fat cats" who got the lion's share of the President's tax cut program. He cited big corporations whose tax burden "has all but vanished," banks bailed out by taxpayers for bad loans to countries that repress workers, and "unethical and ruthless" corporations such as Louisiana-Pacific. The IWA and the Lumber Production & Industrial Workers, a Carpenters' subsidiary, launched a boycott last December against Louisiana-Pacific because of the company's union-busting tactics.

Speakers besides Kirkland were President Howard Samuel of the AFL-CIO Industrial Union Dept., Rep. James Weaver (D-Ore.), Canadian Labor Congress President Dennis McDermott, and David Barrett, former premier of British Columbia and leader of that province's New Democratic Party. About half the IWA's members are Canadian.

Six three-hour workshops dwelt on topics including financial manipulations in the forest industry, new technology in the wood products industry, and cooperative union-management programs.

U.S. trade deficit sets new record

The nation's foreign trade deficit hit a record high $10.1 billion in February, increasing the likelihood that it will top $100 billion for all of 1984.

The imbalance between the nation's imports and exports has grown steadily in recent years—last year it was $69.4 billion—and constitutes a direct threat to the economy. Mounting imports in a number of industries, particularly steel and footwear, are costing hundreds of thousands of Americans their jobs.

February shoe imports soared to record levels for the second month in a row. In February, 64.9 million pairs of shoes were imported into the United States, compared to 53.2 million pairs a year earlier, Footwear Industries of America, Inc., said. Imported shoes now have captured 70 percent of the American market, the trade association said.

Steel imports in February jumped to 2.2 million tons, an increase of 79,000 tons from January, and the first time in history that tonnage topped 2 million two months in a row. The Iron & Steel Institute reported that U.S. market penetration by foreign steel was an estimated 26.4 percent in February.

Unions and companies in both the footwear and steel industries have petitioned the International Trade Commission for relief from the import flood.

The poor February trade showing came despite a 1.8-percent decline in imports, to $27.3 billion, from the January level. But exports were down an even sharper 6.1 percent below January's $18.33-billion level. The figures are seasonally adjusted.

Presidential economic adviser Martin Feldstein said that the month's red ink "increases the possibility that the trade deficit will be $100 billion or over for 1984."

And the Footwear Industries of America, Inc., said in a statement: "Nothing shows more graphically the need for import relief than these appalling February figures."

As a direct result of the import surge, another 16 shoe factories shut down in the first three months of 1984, the union-industry group said. "Our industry and its workers clearly cannot continue to fight the import battle alone. We need to have our government on our side, too," the statement said.

President Murray H. Finley of the Clothing & Textile Workers and President William H. Wynn of the Food & Commercial Workers blamed President Reagan for inaction. His "failure to stop the destruction of the U.S. shoe industry is an outrage," they said.

"American shoe employers and their workers are now reaping the bitter fruit of the President's refusal to provide the import protection recommended by the ITC in 1981," they said.

In the steel industry, the Iron & Steel Institute said that employment in the 1975-79 period averaged 453,000 a year. But present employment is down by 200,000 to 253,000.

Of the 200,000 who have lost their jobs, 100,000 will never come back, the institute said, adding that the single most important factor in the job loss has been imported steel.

PCBs found contaminating newspaper ink

The two government agencies looking into the use of yellow ink contaminated with cancer-causing PCBs at the San Jose (Calif.) Mercury-News do not plan to expand their investigations, even though thousands of workers at newspaper and commercial printing plants could be at risk from contact with the ink.

Among the newspapers reporting having used the ink are the Los Angeles Times, Washington Post, Sacramento (Calif.) Bee, Oakland Tribune, Phoenix Gazette and the Arizona Republic.

The PCBs (polychlorinated biphenyls) have been found in ink pigment produced by Magruder Color Co. of Elizabeth, N.J. Magruder said it has begun a recall of the pigments it sent to ink makers.

California's job safety agency (Cal OSHA) and EPA are conducting separate investigations at the San Jose paper which first reported finding PCBs in its ink.

A Mercury-News official said the paper first learned of the contamination Jan. 24. Tests show levels of contamination up to 80 times higher than EPA limits.

Pressroom employees learned of the problem Mar. 16 through an anonymous tip. Ray Bales, chapel chairman at the paper's pressroom and a member of Graphic Communications Local 4N, said, "We're all upset about not being informed. We are filling the ink fountains all day long."

The federal Occupational Safety & Health Administration's compliance office said it knew of no current plans to investigate the ink problem in other states.

Both EPA and Cal OSHA indicated it would be at least a week before test results would be back from the samples taken at the plant. EPA is testing the ink to see whether the level of PCB exceeds its standard of 50 parts of PCB per million parts of ink. The state agency, meanwhile, is testing the air samples from the plants.

Both agencies took samples after Mar. 19. The company said, however, it stopped using the contaminated ink on Mar. 16.

Bayliner on unfair list

The Allied Industrial Workers have launched a boycott of Force marine engines made by U.S. Marine Corp. of Hartford, Wis., and of Bayliner boats made by Bayliner Marine Corp. of Seattle, U.S. Marine's parent company.

At the AIW's request, the AFL-CIO Union Label & Service Trades Dept. has added both companies to the federation's Unfair List, and the department is urging union consumers not to buy the firms' products, usually sold through boat dealers.

The dispute grew out of Bayliner's union-busting tactics in its purchase of the Hartford, Wis., engine plant from Chrysler Corp.

AIW Local 879 has had a contract at the plant since 1945, but after Bayliner cut its deal with Chrysler the company immediately closed the facility and laid off some 325 AIW members. The plant reopened 10 days later as U.S. Marine and, although the company hired back about 220 former employees who were AIW bargaining unit members, the firm refused to recognize the union or honor the contract.

The AIW argued that federal labor law requires the company to recognize Local 879 since more than half the company's former employees were rehired and the company's new owners are still operating the same type of business at the same location.

The National Labor Relations Board has issued a complaint in the case and a hearing has been set for May 16.

Mondale rides N.Y. victory to Pennsylvania's primary

Continued from page 1

There was a modest plus for Hart in a non-binding Wisconsin presidential preference vote on the same day as the New York primary. But convention delegates were to be chosen in an entirely separate caucus procedure on Apr. 7.

After the New York primary, the delegate count as tallied by the UPI news service showed 863 for Mondale, with 1,967 needed for nomination. Hart was credited with 515 delegates and Jackson with 147. All three are looking for reinforcements in the pool of 322 delegates who are technically uncommitted or pledged to candidates who have dropped out of the running.

The political swings have been so volatile in the first six weeks of the delegate selection process that no one is likely to call the contest over until the primary season nears an end.

For Mondale, big victories in the Illinois and New York primaries demonstrated the industrial state strength a Democratic candidate needs, and a strong showing in Pennsylvania would confirm this.

Hart campaign strategists are hoping for at least a standoff in Pennsylvania, pickups in some smaller caucuses and a rebound in the May 5 caucuses in Texas.

Jackson's strength in the black communities has held down Mondale's victory margin in the states where Hart's "new ideas" and his attacks on "special interest bosses" have not taken root. But Mondale's strong credentials as a "Hubert Humphrey Democrat" have given him a share of the black vote that Hart has been unable to match.

Liability limit opposed for chemical risk

The AFL-CIO registered strong opposition to new proposals for a Product Liability Act. In a statement submitted to the Senate Commerce Committee, the federation stressed its opposition to sections of the bill that would reduce the responsibility of manufacturers for thorough testing of new chemicals and adequate warning information on dangerous substances.

The federation testified against the measure in April 1983 in its original form. The bill was substantially amended by its sponsors in October 1983, and the federation's statement focused on those amendments, expressing continued opposition to the bill despite certain improvements.

On the testing of new chemicals, the AFL-CIO said it is "particularly concerned about the effects of exposure to the panoply of toxic chemicals and substances being introduced into the workplace at an accelerating rate." Given the number of these products, the limited understanding of their possible toxic effects, and the long latency periods often involved, "we do not believe that a lessening of the responsibility imposed on their manufacturers is the responsible course," the federation said.

Unreported deaths

The statement cited the recent trial of a large pharmaceutical company whose chief executive officer admitted to "shortcomings" in his company's failure to report overseas deaths related to one of the firm's products. The product was implicated in the deaths of more than 40 persons.

The AFL-CIO also scored the proposed measure for going "a long way toward immunizing manufacturers from liability for failing to provide adequate warnings on dangerous substances." A section of the bill would require that warnings need be given only to supervisors. As a result, if warnings are not conveyed by the supervisors, workers who sustain serious injuries would have no recourse against the manufacturer.

Park Police facility marks another Job Corps success

The dedication of a newly renovated U.S. Park Police facility in the Anacostia area of Washington, D.C., marked another Job Corps success.

The project, carried out under a nationwide training program supervised by four AFL-CIO building trades unions, was completed at a savings of more than $1 million in taxpayers' money. Had the job been done by a private contractor, it would have cost over $5 million. By using Job Corps trainees and skilled instructors from the Carpenters, Bricklayers, Plasterers & Cement Masons and Painters, the cost came in under $4 million.

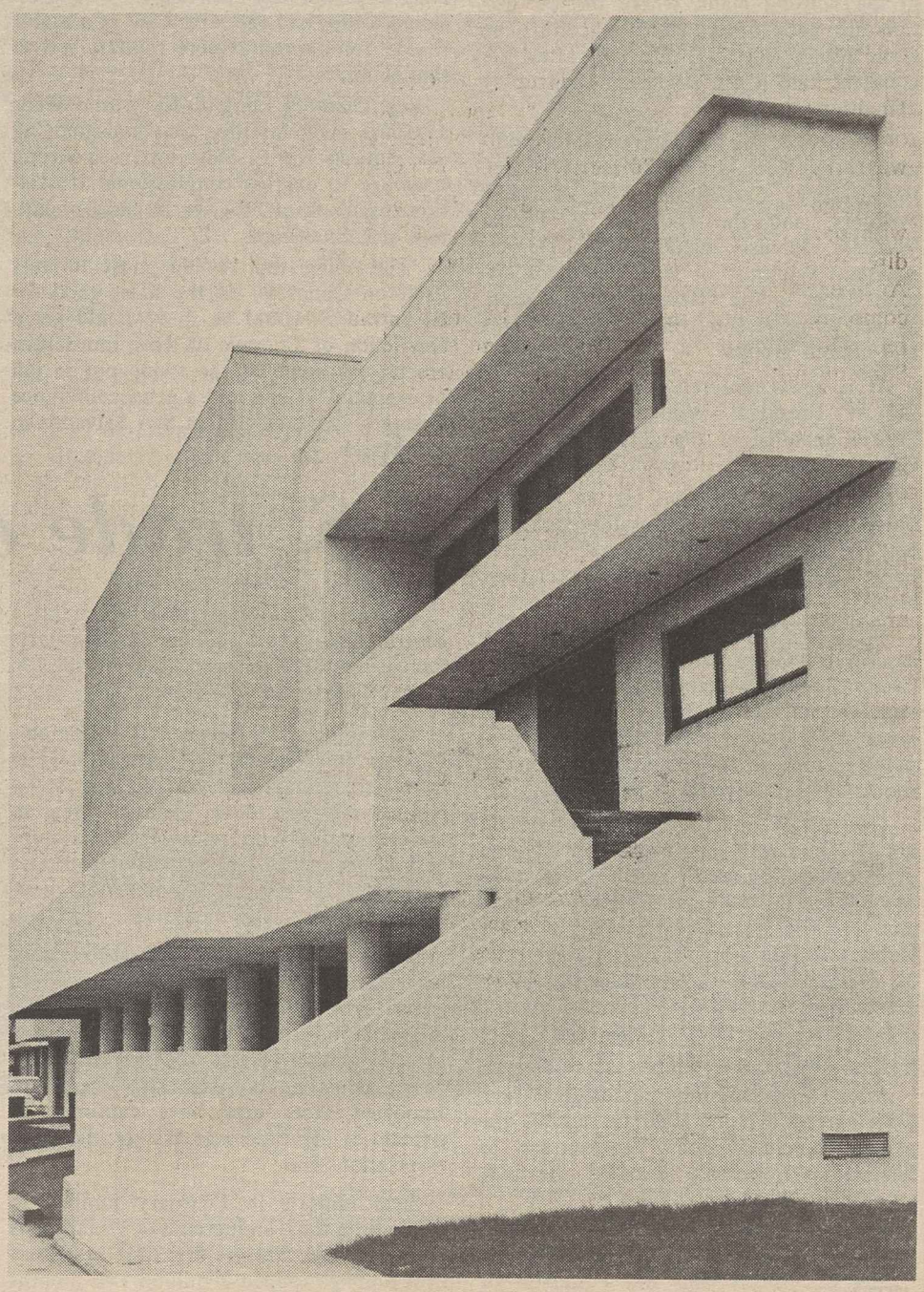
More than 700 Job Corps trainees, young women as well as men, from the Harpers Ferry, W.Va., Civilian Conservation Center and from the Potomac Job Corps Center, received training at the building site over the past five years.

The unions that coordinated the restoration subsequently placed some 75 percent of the trainees in jobs starting at $5.75 to $7.50 an hour.

"When they get through with their training on a project like this, they're well on their way toward acquiring a skill that will last them a lifetime," said Reese Hammond, director of education and training for the Operating Engineers.

The Job Corps came into being under the 1964 Economic Opportunity Act. Eight AFL-CIO affiliates currently sponsor vocational training programs through the Job Corps. Besides those engaged in the Anacostia project, they are the Operating Engineers, Auto Workers, the National Maritime Union, and the Railway & Airline Clerks.

At dedication ceremonies, U.S. Park Police Chief Lynn Herring thanks Job Corps trainees for work in restoring facility.



Completed renovation project saved taxpayers over $1 million.

EDITORIALS

The Mondale Trend

AT MIDPOINT in the campaign for the Democratic presidential nomination, Walter F. Mondale has demonstrated a breadth of support that neither of the other candidates has been able to match.

But even if the election returns were pointed the other way, there would have been no regrets about the decision to involve the AFL-CIO in the early stage of the selection of a President of the United States.

AFL-CIO President Lane Kirkland made the point the other day in an address to the building trades conference:

"We have learned some brutal lessons in the last four years. The most important is that we cannot afford to be onlookers when the hard political decisions are being made. . . .

"Of course that entails risk. Any fight that's worth making is a fight that can be lost. But the alternative is to let others speak for us, to let others define what is in our best interest."

THE TRADE UNION movement has helped provide the bedrock of support that kept the Mondale campaign from collapsing after Gary Hart caught the media spotlight and rode it to an early string of victories.

A perceptive journalist who covered the Hart campaign, Elizabeth Drew, writes of the Colorado senator as the "ink blot candidate." It's an apt phrase. Hart's early success came in part because his "new ideas" were so shapeless. Voters, with a bit of wishful thinking, could find in their vagueness whatever they wished to see.

The campaign is far from over. At its conclusion, the winner of the Democratic nomination will face an even more difficult task—to pinpoint the unfairness and failures of the Reagan Administration and to identify the policies that have brought hardship to so many Americans with the publicly genial President who formulated them.

Last December, when delegates from the AFL-CIO's affiliated unions, departments and central bodies met in convention, Walter F. Mondale looked like the best qualified person for the task.

He still does.

The Coors Connection

THE VICIOUS union-busting policies of Coors beer earned the company its listing on the AFL-CIO's consumer boycott roster several years ago.

The outrageously bigoted remarks of the firm's chairman, William K. Coors, has made the beer equally unwelcome in black communities—and indeed, among people of decency of every ethnic group.

But the Coors family, among the most generous contributors to right-wing organizations over the years, is not entirely without friends.

It seems that the regional office of the Occupational Safety & Health Administration in Denver sought to conduct an inspection of a Coors plant even though—horror of horrors—the company was not on a revised "priority list" for inspections.

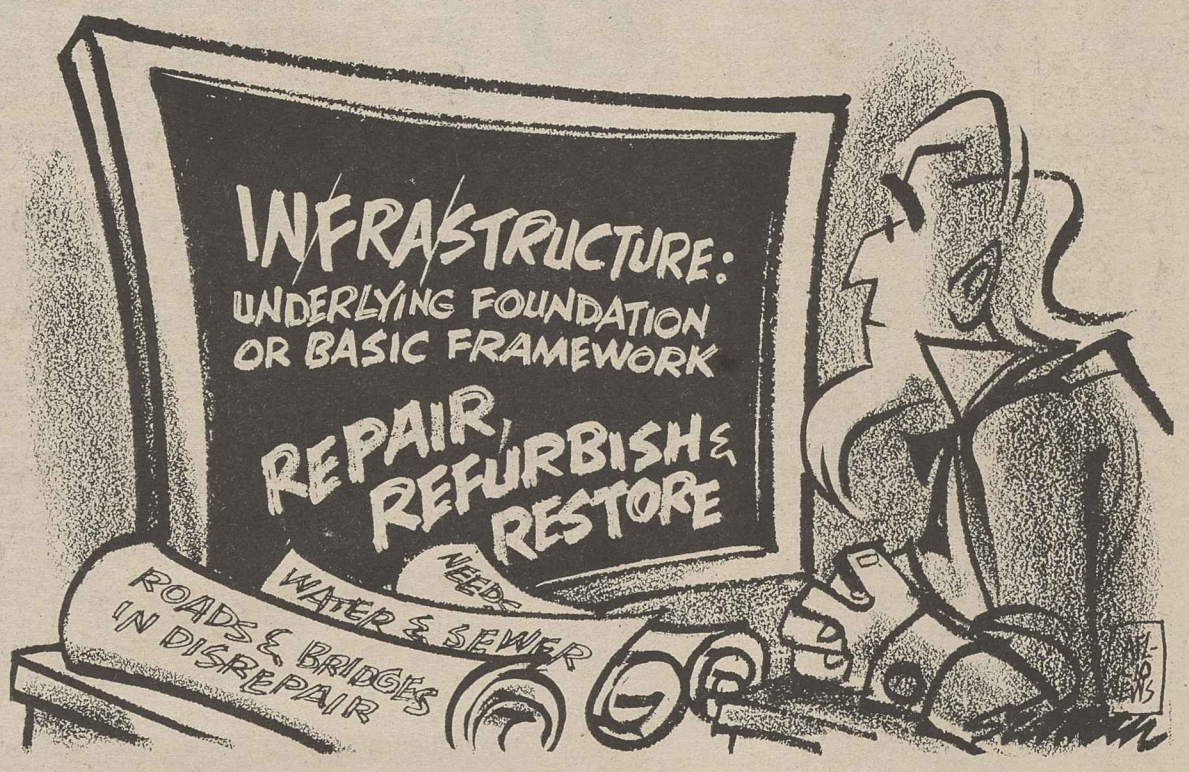
Indignant Coors officials refused to admit an OSHA inspector without a warrant. Before the day was over the regional OSHA director received a chewing out in a telephone call from Thorne Auchter, who recently resigned to become head of a construction company that has tried to bar OSHA inspections. Later, it was reported, Auchter flew to Denver to meet with the Coors family. Subsequently, the OSHA regional director was ordered downgraded.

Labor Sec. Raymond Donovan was asked about the episode at an Apr. 4 hearing by a House Appropriations subcommittee on the department's budget request.

The Secretary of Labor was sure there was no connection. He has been a personal friend of one of the Coors family for some years, Donovan said, and he is sure that Coors officials are "very much concerned about health and safety."

With such assurances, who needs OSHA?

The Three R's



Washington Window

Delayed NLRB rulings deny justice to workers

By Press Associates, Inc.

"Justice delayed is justice denied," a wise jurist once said.

For workers seeking justice under the National Labor Relations Act, this legal axiom has been borne out through bitter experience, especially during the past year.

Take the case of a group of grocery store employees in Riverside, Calif., long-time members of Food & Commercial Workers Local 1167.

In September 1982, the store was sold, but the workers' collective bargaining agreement remained in force. The union's relations with the new owners went smoothly until the end of 1982, when the union discovered that the company was not contributing to the employee pension and medical trust funds as required by the contract.

Union representatives pressed the issue with company officials, who kept stalling. On Feb. 18, 1983, without warning, employees received letters announcing the closing of the store the next day.

But the store soon reopened under "new" management. It had been "sold" in secret to close relatives at a "loss." The "former" boss continued to run the store as before.

Company actions

Only eight of the store's 34 workers were rehired—on the condition that they quit the union. The remaining jobs went to new hires. The union was no longer recognized and its contract was ignored. Wages were cut, and pension and health benefits were eliminated.

The union filed unfair labor practice charges on Mar. 3, 1983 against the "new" and "former" owners. It also sought injunctive relief to force the company to rehire the 26 fired employees and restore the contract while the National Labor Relations Board and the courts went through the long process of deciding the issues in the case.

The NLRB's regional office in Los Angeles found merit in the union's charges and filed a complaint against the company. In February, 1984, an NLRB administrative law judge ruled that the company had committed seven serious unfair labor practices and recommended the employees be rehired with back pay. An expected appeal by the company to the full NLRB will cause further delay.

Stalling on relief

Meanwhile, the union's request for emergency relief under the National Labor Relations Act's Section 10(j) provision has gone unanswered by the NLRB for more than a year.

The board's delay has caused severe hardship and anguish among the 26 fired workers, UFCW attorney George Murphy told a House oversight subcommittee at a recent hearing.

The year-long delay "has had a devastating effect on the employees' morale," Murphy said. "When you tell people they are protected by the law, what do they think about the law or about their union or about their government?" he asked the legislators.

"Employers are going to great lengths today to get out of their union contracts. The only way to prevent it is to get timely injunctive relief," Murphy told the panel.

Congress enacted Section 10(j) in 1947 as part of the Taft-Hartley amendments to the NLRA to provide a legal means of timely relief in cases of flagrantly unfair labor practices where the victim would suffer immediate and lasting harm.

In the years prior to the Reaganization of the NLRB, the board's treatment of injunctive requests by unions and employers was roughly equal. Since Reagan appointees gained a three-member majority on the board last year, it has denied more than one of three requests approved by its own general counsel, almost unheard of in previous years. On the other hand, all but one of the 10(j) injunctions sought by employers in the past year were authorized by the board.

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MEMO FROM COPE

Business PAC Funding Balloons Despite Slower Number Growth

The sharp growth in the number of business political action committees that characterized the late 1970s and the first couple of years of the '80s has braked. According to Federal Election Commission figures, the total growth in corporate and trade association PACs in 1983 was 58.

More than that number were formed, but others folded up PAC operations.

Don't worry about the future of business PACs, however. While the *number* might have seen its days of most rapid growth, the amount of money the business PACs pump into the campaigns of favored candidates continues to balloon.

Campaign spending by corporate PACs alone (trade PACs were at or near the same pace) went from $20 million in the 1979-80 election cycle to $27.5 million in 1981-82, about a 35 percent increase.

Nobody who's watched them burgeon thinks their rate of funding growth will slow. Allow them a minimum 33 percent increase in the 1983-84 cycle (they hit that pace last year) and they'll hurtle past $36 million for the upcoming U.S. House and Senate elections.

Allow trade group PACs similar growth after starting from almost the same base, and you've got another $30 million-plus in PAC political contributions.

And this is merely the tip of the corporate-trade group campaign funding iceberg. In aggregate, they pour even more money into state ballot issues and state legislative elections than into U.S. House and Senate contests.

In certain industries the increase in political giving has been enormous. From 1977-78 to 1981-82 aerospace PACs jumped from $472,650 in contributions to $2,276,644, a growth rate of 382 percent. Communications went from $479,188 to $1,942,081, a boost of 305 percent. The banks and other financial institution PACs soared from $1,378,153 to $5,306,181, up 285 percent.

The industry with the biggest bucks overall throughout was energy, which leaped 166 percent from $2,764,968 in 1977-78 to $7,357,329 in 1981-82.

A like growth rate in this cycle will mean the energy industry PACs alone will contribute at least half as much as all labor PACs.

Two other mega-bucks industry PAC groups were construction with $6,224,206 in gifts in 1981-82, and finance with $5,306,181. No other industry cluster reached $3 million.

More Figures from AWAH Front

The Administration with a Heart shoved 493,000 families off welfare rolls with its 1981 budget cuts and welfare revisions. If you figure an average of four to a family, you're talking about just short of 2 million individuals.

So that this group wouldn't get lonely out in the cold, AWAH slashed the benefits of large numbers of other welfare recipients and deprived millions of nutrition and medical benefits.

This is all according to a General Accounting Office report. A great many of those families thrown off the welfare rolls, according to GAO, were the working poor. Most of them failed to cooperate with AWAH, which has insisted from the outset that welfare rolls are cluttered with ne'er-do-wells who don't want to work. In the first place, they *already* worked. In the second, few of them quit their jobs just to get back on welfare, even though welfare benefits might have exceeded their earnings.

AWAH's theories are no better than its practices.

* * *

More on the Administration with a Heart:

The Center for the Study of Social Policy claims the poverty rate of welfare families headed by a single working mother soared from 18 percent to 42 percent in Michigan under AWAH's human welfare cuts, from 70 to 79 percent in Georgia, and from 19 to 45.5 percent in New York.

Depending on the state, from 39 to 60 percent of families with someone working were shut off from benefits, losing from $71 to $198 a month.

One Vote Counts!

Mike Shaw and Bryan King were tied at 85 votes each for the Washington, Calif., school board, and election officials decided to determine the winner by a best-of-seven drawing.

Each candidate's name was placed on 10 capsules that were put in a bingo-like drum. The candidates were still tied after the first six draws. On the seventh, King won it.

One vote . . . one draw . . . counts.

Odds 'n Ends

'LANDSLIDE' DEBUNKED, and a good time to be doing it. Reagan's 1980 victory, dubbed "landslide" by most of media, really wasn't if you look at popular, rather than electoral, vote. Princeton Prof. Stanley Kelley in recent book reminds us Reagan's share of total popular vote was only 50.9 percent, a half a point higher than Jimmy Carter's 1976 win over Jerry Ford. In the 20th Century, he recalls, 14 of 20 winning presidential candidates have done as well or better.

Reagan won 55.4 percent of *major party* vote (excludes votes for John Anderson, splinter parties), and more than half of presidential winners in this century did as well or better. Reagan's share of total *potential* vote was a mere 26.6 percent, third lowest of any winning candidate since 1932. So, next time you hear about Reagan's 1980 "landslide," point out the facts.

LANDSLIDE OF MONEY, however, now filling Reagan re-election campaign coffers. With Reagan unopposed in primaries, yet legally entitled to collect contributions for them, millions come in and hardly any has to go out. More than $8 million already in hand and coming in at a rate too fast to count. Reagan strategists will have happy decision to make: Whether to rely for campaign cash on public funding route—which would equalize spending of Reagan and Democratic nominee in range of $35 million—or to pass up public funds and outspend opponent by huge margin. Tough decision.

TAME STUFF compared to the "good old days" are the exchanges between Democratic candidates Walter Mondale and Gary Hart, which the media call "heated." Presidential candidates in the 19th Century, Texas Christian University Professor Paul Boller says in a new book, didn't hesitate to call one another things like "a carbuncle-faced old drunkard" or pickpocket, thief, traitor, lecher, syphilitic gorilla, howling atheist, crook, anarchist, murderer. Now *that's* "heated."

Fight's Off

The big battle the March 24 Memo predicted between Gov. Jay Rockefeller and former Gov. Arch Moore for the West Virginia Senate seat won't come off, after all. Moore announced instead he will seek the GOP nomination for governor. This increases the Democrats' chances of holding on to the Senate seat. The incumbent, Jennings Randolph (D), is stepping down.

'New Right' Eyes New Party, Expanded Base

It's been talked about on and off for years, but soon the "new right" is expected to bring us the Conservative Populist Party.

Not the whole "new right" (hereafter called the right wing; it's middle-aged, not "new" any longer). There is a split in the movement's leadership over starting up a new political party.

The prime movers behind it are direct mail-master Richard Viguerie whose movement sprung from the ashes of the Goldwater conservative drive in the early 1960s; Howard Phillips, head of Conservative Caucus, the man Richard Nixon appointed to dismantle the anti-poverty program; Paul Weyrich, one of the heavier intellects in the movement, a protege of the Coors brewing family, founder of its rightist think tank, the Heritage Foundation, and beneficiary of Coors bucks.

This triumvirate and other right wing leaders have been meeting weekly for years. Press reports say recently they've grown more determined to enter their own political party in the lists on a very measured scale.

If they can swing it, they'll field candidates this year in a small number of congressional districts, mostly in the South, where there is what they consider a "liberal" democratic incumbent and no satisfactorily "conservative" GOP challenger on the scene.

The new party will not challenge Ronald Reagan or the Republican Party under Reagan. Its leaders appear to be looking beyond Reagan to pick up his hard-core support when he leaves the political scene and the backing of way-right Republicans who feel the GOP isn't producing on their agenda—though it has brought before Congress, with Reagan's leadership and encouragement, their entire shopping list of issues.

Going with a new party means the glue that bound right wing leaders together is coming unstuck. In their early days, they were a fraternal band of snapping, carping, bushwacking political guerrillas on the outside wanting in, united in strategy, tactics and objectives—and more or less committed to working within the GOP.

Now, well past political adolescence, the leaders of the movement are heading off in different directions. Some major rightist chieftains are giving the new-party idea the cold shoulder. Among these are Terry Dolan of the National Conservative PAC—certainly one of the most effective, if unlovable, of the original "new right" groups—Rev. Jerry Falwell of Moral Majority, Rep. Phil Gramm, erstwhile Boll Weevil Democrat turned Republican.

It is not yet clear if the angels who fund so much of the right-wing political activity are themselves willing to sail the uncharted waters a split-off party would float them into. Somehow, the leadership trio of Viguerie, Phillips and Weyrich think their potential base of support extends far beyond discontented right-wing Republicans and Reagan backers looking for a home when Reagan no longer is their acknowledged general.

If Viguerie's publications are any indication—and they usually tip off where these right-wingers are headed—the new party sees itself with a vast potential among working people and minorities. A recent edition of Viguerie's *Conservative Digest* gave over most of its pages in an effort to show how the new party's agenda could appeal to these groups.

Here they clash head-on with themselves. They have typically opposed those economic and human welfare programs on which workers rely and others that help move minorities into the mainstream of economic and political life.

Kevin Phillips—himself a conservative who in the early 1970s predicted the emergence of the new right—says, "The new right doesn't know very much what it's doing in economics. If you favor populism, you have to have relatively populist economics. That can include the tax revolt, but it also has to include worrying about the little guy, and support for his programs."

That worry and support have been glaringly absent from the front-burner of right wing concerns.

AFL-CIO news

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APRIL 14, 1984

LEGISLATIVE ALERT!

PAGE 8

It's "thumbs up" for Walter Mondale after a decisive Pennsylvania win.

Guestworker plan assailed as revival of bracero period

By David L. Perlman

American growers don't need to import an army of foreign workers to get their crops harvested, AFL-CIO Sec.-Treas. Thomas R. Donahue insisted at House hearings on the ingredients of an immigration reform bill.

Donahue stressed that the AFL-CIO's support for effective immigration controls does not extend to the "guestworker" program that some members of Congress are trying to write into the law.

Bringing in foreign workers, subject to exploitation and a "blackmail" threat of deportation if they don't please their employers, would revive the worst aspect of the discredited bracero program that Congress abolished 20 years ago, Donahue warned.

The House is expected to take up the immigration bill next month—if it can agree on a procedure for acting on a multitude of amendments and substitute bills that will be offered for the measure approved by the House Judiciary Committee.

The AFL-CIO has urged as essential ingredients of any immigration legislation:

- Penalties for employers who knowingly hire undocumented workers who are illegally in the United States, and
- A procedure for legalizing the status of the many undocumented workers who entered the United States illegally and have since established roots in this country.

Opposing guestworker plan

Donahue appeared before the House Subcommittee on Labor Standards to express the federation's strong opposition to a grower-supported amendment backed by the House Agriculture Committee to set up a large-scale guestworker program.

He also stressed the AFL-CIO's backing for amendments to the Judiciary Committee bill that have been endorsed by the subcommittee and the full Education & Labor Committee.

Donahue challenged the contention of the corporate growers that there will be a shortage of qualified farm workers if the influx of undocumented workers across the Mexican border is cut off.

Surely, he said, when unemployment is still at 7.8 percent, "there has been no demonstration of need for an open door for importation of foreign agricultural workers." Further, the legalization program will enable a large portion of presently undocumented farm workers to attain legal resident status and remain available for farm employment.

Any transition needs, he suggested, can be accommodated through the Education & Labor Committee amendment drafted by Subcommittee Chairman George Miller (D-Calif.). It would allow strictly limited and declining use of foreign workers over a three-year transition period, subject to labor standards, wage laws and provision by the growers of adequate housing.

Miller, who presided at the hearings, said the guestworker program supported by the growers and sponsored in the Agriculture Committee by Rep. Leon E. Panetta (D-Calif.) would allow employers to blacklist foreign workers who look for help to unions or the Dept. of Labor by not requesting them the following season. Since employers would be allowed to specify the workers they want admitted to the United States to work on their crops,

Continued on Page 2

Delegate lead grows

Pennsylvania victory propels Mondale drive

A strong victory in Pennsylvania brought Walter F. Mondale past the half-way mark in the delegate count he needs for the Democratic presidential nomination and continued his sweep of big industrial states with substantial union membership.

Besides his Pennsylvania win, Mondale also took a majority of the delegates chosen in Wisconsin's Democratic caucuses where he polled 60 percent of the vote.

The hectic pace of primaries and caucuses will ease temporarily. The next big-state contest is the May 5 Texas caucus, followed by the May 8 primaries in Indiana, North Carolina, Maryland and Ohio.

In the interim are April caucuses in Arizona, North Dakota, Missouri and Vermont, followed by May 1 primaries in Tennessee and the District of Columbia.

Colorado Sen. Gary Hart, a poor second in the large industrial states that Democrats must carry to win the presidency, is hoping for support in the Sunbelt and western states to send him to the convention with a momentum strong enough to dislodge delegates from the Mondale bandwagon.

No rainbow

For Jesse Jackson, there was the satisfaction of rolling up big votes in black neighborhoods despite prestigious endorsements for Mondale. But he found few signs of the "rainbow coalition" he had sought to put together.

Newspaper and network polls of Pennsylvania voters indicated that Hart trailed Mondale badly among union voters, and the Colorado senator sought to turn that into a virtue by arguing that a presidential candidate shouldn't appeal to "just one narrow base."

In fact, however, Mondale outpolled Hart among almost all persons who identified themselves as Democrats except for those who said they voted for Reagan in 1980. And in the black communities, Mondale was drawing 25 percent of the vote to just 4 percent for Hart. Mondale had demonstrated a comparable broad appeal in the Illinois and New York votes.

With the Pennsylvania delegate tally incomplete, the UPI news service credited Mondale with 1,047 of the 1,967 delegates needed for nomination. Hart had 571 and Jackson 152. Another 389 were uncommitted or for other candidates.

Obvious choice

If Hart was not convinced that Democratic voters had largely settled on Mondale, President Reagan didn't seem in doubt as to the candidate he would face in November.

The President took off on the first of a series of carefully scouted, supposedly non-political trips out of Washington—and the targets of his speeches were the themes that Mondale has been expounding.

Reagan attacked domestic auto content as a "snake-oil cure" and said the economy is "humming."

He proclaimed a boom in housing and generally pictured the nation as riding a wave of prosperity.

But a lot of people voting in the Democratic primaries were sending a different message.

Rise in interest seen threatening nation's recovery

By James M. Shevis

New hikes in two key interest rates are continuing signs that the Reagan Administration is wedded to tight-money policies that threaten to choke off economic expansion, the AFL-CIO warned.

The move by major banking institutions to raise their prime lending rate by half a percentage point, to 12 percent, and the Federal Reserve Board's action to lift its discount rate by the same measure, to 9 percent, could be the start of a spiral further hurting workers and their families, Federation Research Director Rudy Oswald said.

"Interest rates already are among the highest real interest rates in this century, and the higher costs of borrowing money will choke off the housing industry and capital goods industries so dependent upon the price of capital for their continued viability," Oswald stressed.

"These hikes will mark the start of an upward ratcheting of interest rates through anticipatory borrowing in fear of further rate increases, followed by further tightening by the Fed, more rate increases, more borrowing, and so on. The effect will be to price many potential home purchasers

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Labor Dept. tilts against workers

The AFL-CIO accused the Reagan Administration of transforming the Dept. of Labor into an agency that represents the interests of employers against workers and their unions.

Key staff positions have been filled with persons hostile to the department's programs, AFL-CIO Legislative Rep. Peggy Taylor testified, while cutbacks and reassignments have decimated and demoralized the professional staff.

Taylor urged a Senate Appropriations subcommittee considering the Labor Dept.'s fiscal 1985 budget request to "look skeptically at the recommendations made by a department which has shown no sympathy for its basic mission of protecting workers."

To the extent possible, she suggested, Congress should insist that the department give priority in allocation of resources to programs "protecting workers from hazards, discrimination and joblessness."

Deepest cuts

During the past four years, these areas have borne the heaviest cutbacks, Taylor testified. She cited a 49 percent reduction in authorized staff for job training and employment programs, a 23 percent cut in positions under the Occupational Safety & Health Administration, and a 22 percent decrease in enforcement of labor standards including the wage-hour law, the Davis-Bacon Act and the Service Contract Act.

"The only significant staff increases requested by the Dept. of Labor during this time have been for criminal investigators and auditors to look into labor union activities," Taylor told the panel.

In terms of carrying out its mission, the Labor Dept. has regressed in key areas, Taylor charged.

She noted that the Occupational Safety & Health Administration issued only one new final health standard under the Reagan Administration—and that is "a standard which we find inadequate."

But over the same period, Taylor said, "six final actions have been taken to re-

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4/14/84

Immigration testimony by Sec.-Treas. Donahue, Legislative Director Denison.

Guestworker plan denounced as revival of bracero period

Continued from page 1

such a blacklisting would also have a chilling effect on other foreign workers who seek to assert their rights, Miller said.

Donahue also strongly endorsed the Education & Labor Committee amendment of Rep. Augustus F. Hawkins (D-Calif.). It would provide stronger enforcement and tougher penalties for employer scofflaws than either the House Judiciary Committee bill or the bill the Senate passed last year.

The Hawkins amendment would also write into law an enforceable prohibition against discrimination in hiring on the basis of national origin—thus closing a gap in the equal employment opportunity provisions of the Civil Rights Act, which exempts small employers. The proposed amendment would also prohibit hiring discrimination against aliens legally entitled to work in the United States.

Other union witnesses who testified were Dolores Huerta, vice president of the Farm Workers, and Arnold Mayer, vice president and government affairs director of the Food & Commercial Workers. Agriculture industry employers declined the panel's invitation to testify, Miller said.

'Shocking' proposal

Huerta termed it "shocking" that Congress was even considering reviving a bracero-type program. She expressed concern that any immigration bill would become a tool against farm worker organization and said a guestworker program would put at a competitive disadvantage "those employers who have recognized their workers' right to organize" and are paying decent wages and benefits.

Mayer told the panel that the bracero program in effect before 1964 provided paper guarantees of working conditions that were disregarded in practice.

"The bracero program pitted the poor, the underemployed and the unemployed of Mexico against the poor, the underemployed and the unemployed of the United States," he said. "The result was the creation of still more poverty and misery."

Under Miller's amendment, legal residents of the United States would have first priority on jobs and any foreign workers brought in for limited periods would be assured wages and working conditions that would not depress local employment standards.

Hispanic groups have been divided on the issue of penalties for employers and on efforts to develop a tamper-proof identification card.

Threat to job standards

Donahue acknowledged the difficulties of getting legislation that would meet every concern. But he reminded the panel that the problem has been festering for years and that any pool of foreign workers—whether composed of undocumented workers fearing deportation or guestworkers brought in under a new version of the bracero program—poses a threat to wage standards and job opportunities for American workers.

As for the farm employers, he asked: "How long can the agriculture industry continue to ask to be subsidized by the poorest and most vulnerable workers? We suspect that at the root of some of these fears and complaints by the growers is an unwillingness to give up access to a servile, frighted worker willing to work at low pay, fearing deportation and anyone who symbolizes authority."

Such a worker, Donahue said, would be under heavy pressure not to protest exploitation or turn to law enforcement agencies or a union for help.

Anti-union tilt continues

NLRB ruling called attack on bargaining

A new ruling by the National Labor Relations Board that frees employers from the obligation to bargain before moving their operations was branded as further evidence that the agency has become a tool of management.

Auto Workers President Owen Bieber assailed the NLRB's reversal of a previous position in a new decision that the Otis Elevator Co. had the right unilaterally to shift its research and development facilities from Mahwah, N.J., to a more modern plant in East Hartford, Conn. Bieber called the ruling "another in a series of frontal attacks by the Reaganized board on the collective bargaining process and the protections workers enjoy under the National Labor Relations Act."

The 17 Mahwah workers involved in the 1977 transfer case were represented by UAW Local 989, which sought to negotiate the selection of employees to be transferred, the terms of transfer, and whether the transfers were necessary. The union's overtures were rejected, and the company, a part of United Technologies Corp., declined to show union officials copies of corporate studies which it said justified the move.

Overturned decision

In a 4-0 decision the NLRB overturned a 1981 board finding that Otis's refusal to bargain over the workers' transfer was an unfair labor practice.

The Otis decision expands the powers of management set forth in another recent ruling. In a Jan. 23, 1984 decision involving the Milwaukee Spring division of the Illinois Coil Spring Co., the board held that companies were permitted to move production from a union to a nonunion plant unless a labor contract specifically prohibited it.

The rulings follow in the wake of a 1981 decision by the Supreme Court in First National Maintenance Corp. vs. the NLRB that management was not obliged to bargain if its decision to move a facility involved the basic scope and nature of a business enterprise, such as selling the business, consolidating or subcontracting work or installing labor-saving machinery.

Both Otis and the UAW asked the U.S. Court of Appeals for the District of Columbia to review the board's 1981 decision. Three months later, however, the board asked the appellate court to remand the case to the agency for reconsideration in iight of the Supreme Court's decision.

In its latest holding, the board said an employer's duty to bargain with a union over such a transfer applies only when the corporate decision is based on an attempt to reduce labor costs.

"The critical factor," the board said, is whether the employer's decision "turns upon a change in the nature or direction of the business" and "not its effect on employees nor a union's ability to offer alternatives." It upheld Otis's contention that the transfer was because the Mahwah plant's technology was outdated and its product was not competitive.

"The decision at issue here clearly turned upon a fundamental change in the nature and direction of the business, and thus wasn't amenable to bargaining," the board said.

Narrowed obligation

Bieber said the Otis case "obviously runs counter to the basic purpose of our labor laws, which is to encourage the peaceful resolution of disputes through the bargaining process. . . . The Reagan board's progressive narrowing of management's obligation to bargain could well bring back the era of chaos and confrontation which enactment of the Wagner Act in 1935 was intended to end."

The UAW, which has not yet decided whether to appeal the ruling, warned also that the Otis finding "threatens to unleash a new wave of plant closings, joblessness, and community misery as companies are released from any obligation to bargain with their workers before transferring or subcontracting work, or even to supply any information relative to the move."

He said the ruling should spur Congress to "restore balance and equity to our labor laws" and increase congressional support for such measures as the National Employment Priorities Act to stop the tragedy of further plant closings and community abandonment.

The Otis decision is the latest in a recent series of rulings against the interests of workers and their unions handed down by the NLRB's Reagan majority.

Reagan nominee for Labor Board raises concerns

The AFL-CIO is "gravely concerned" that the Reagan Administration's nomination of Rosemary M. Collyer as general counsel of the National Labor Relations Board amounts to "another step in turning the NLRB over to management's agents lock, stock and barrel."

The federation expressed its deep reservations about Collyer in a statement issued following President Reagan's announcement that he would name her as the NLRB's chief legal officer to succeed William A. Lubbers, a Carter Administration appointee whose four-year term expires Apr. 24.

Collyer, who currently chairs the Federal Mine Safety & Health Review Commission, must be confirmed by the Senate. Her experience as a practicing attorney was limited to four years.

Experienced predecessors

By contrast, former NLRB general counsels, including Lubbers, a career NLRB attorney, have had extensive labor law experience either with the board or in private practice.

Collyer, 38, held a variety of public relations jobs prior to entering the University of Denver law school in 1974.

After receiving her law degree in 1977, she was an attorney with a Denver law firm until she was appointed to the mine safety board in June 1981.

The AFL-CIO has been critical of other Reagan appointments to the NLRB—which the federation charged have politicized the board — including Chairman Donald Dotson and Member Patricia Diaz Dennis, both former management attorneys.

Meanwhile, the Administration has yet to act to fill the seat left vacant by the retirement last August of Member Howard Jenkins, Jr.

Union scores breakthrough at Yale

New Haven, Conn. — Hotel Employees & Restaurant Employees Local 34 signed a breakthrough first contract with Yale University, capping the struggle of the university's clerical and technical workers to win collective bargaining protections.

The three-year accord is unique because it provides for immediate settlement on a wide range of non-economic issues while leaving economic provisions to be hammered out in continuing talks.

Local 34 had told the university its members would strike on Apr. 10 if no agreement had been reached, but when Yale officials said they were poorly prepared to negotiate on the economic issues, the union proposed the arrangement in the interest of averting a walkout.

The first phase of the settlement provides for key gains sought by the HERE unit, including a policy on promotion and transfer rights, establishment of a grievance procedure, a system for review of job descriptions and classifications, improved safety and health protections and an agency shop arrangement.

The union agreed it would not strike over any of the resolved issues, but reserved the right to walk out if a settlement can't be reached on the major economic items.

That agenda includes wage increases across the board, cost-of-living adjustments, and improvements in health and welfare, pension and vacation plans.

A major issue on the table, the union said, is establishment of a wage scale to set pay for workers commensurate with years of service and experience. Under current conditions, workers make virtually the same pay whether they have been on the job for decades or days, and the union is asking for the upgrading of senior employees as well as a fair system of step wage increases for all of the workers.

The average pay for full-time clerical workers at Yale is currently about $13,700 a year, the union said.

Local 34 was certified as the employees' bargaining agent last year after a long-term organizing campaign.

The campaign had strong support from Yale students and faculty, and local community groups as well as from HERE Local 35 which has represented Yale service and maintenance workers for 20 years.

Postal unions prevail on food drive

Phoenix—Thanks to the determination of labor and community services organizations, local Letter Carriers, Postal Workers and Mail Handlers were able to conduct their traditional food drive for the needy on Apr. 14.

Although Phoenix postal employees had run the canned goods drive since the 1970s, Postal Service officials in Washington this year decided that good works interferes with postal work, and invoked a regulation prohibiting Phoenix postal facilities from being used as collection centers to help area food banks stock up.

The unions and labor Community Service representatives called a press conference to protest the hardlines policy, and with the help of a plea from local postal authorities, persuaded USPS to grant them an exemption.

The unions hoped to top last year's successful collection which brought in over 150,000 pounds of food for division among nine area food banks for the needy.

Labor asks foreign policy tied to quest for freedom

New York—American foreign policy should actively support workers and their unions wherever they seek freedom and democratic institutions, the AFL-CIO declared at a regional meeting of the Democratic Party's platform panel here.

In detailing the federation's position on American foreign policy, the advancement of American values abroad, and international trade, representatives of the labor movement urged the panel to have its foreign policy plank reflect utmost consideration for worker rights and human dignity.

"Our objectives emphasize people, not governments," AFL-CIO Vice President Kenneth Blaylock told the panel chaired by Rep. Geraldine Ferraro (D-N.Y.).

"In considering our relations with another country," Blaylock said, "we are less interested in the political coloration of its government than in the extent to which it permits its people the right to band together in their own institutions to protect their rights and interests as they see them.

"Without this right—this freedom of association—all other human rights wither."

Also testifying for the federation, Executive Director William C. Doherty, Jr., of the American Institute for Free Labor Development pointed out that organized labor has supported advancement of democracy, human rights, freedom, and justice for the past 100 years.

"Our respect for these values guides and shapes our international relationships and activities today as much as ever before, as we believe the foreign policy of the United States should be guided," he said.

Sec.-Treas. Jacob Sheinkman of the Clothing & Textile Workers, warning that the nation is facing "an unprecedented crisis" in foreign trade and investment, called on the Democratic Party to include in its platform specific policies that reflect international trading realities.

Fair trade sought

The goal of U.S. trade policy must be the attainment of a "fair trading environment" that allows the nation to maintain an advanced and diversified economy while promoting full employment and rising living standards in the United States and other countries of the world, he said in remarks submitted to the panel.

Sheinkman defined "fair trade" to mean that the interests of the United States must receive greater emphasis in both domestic and international initiatives of U.S. international trade and investment.

Th AFL-CIO was among some 100 groups and individuals that testified at the Apr. 9 hearing. The panel is scheduled to hold a half dozen more sessions around the country through early June. The next hearings are set for Apr. 24, in Birmingham, Ala.

In his presentation, Blaylock stressed that the key question in foreign policy is where people are struggling for more democracy than they have, should the United States support them or sit on the sidelines?

"The American labor movement has chosen the former path," he said. "In Poland, in South Africa, in Central America—against communist governments or right-wing dictatorships—we actively support those who are struggling and sacrificing to build and sustain free trade unions and other democratic institutions.

"This, we contend, is a foreign policy worthy of the Democratic Party."

Doherty stressed in his testimony that support for free trade unions throughout the world is a key element in the advancement of fundamental human rights.

"It is no secret that in those countries where these values are threatened it is the popular democratic institutions such as trade unions that are the first and often the most effective line of defense," he observed.

In Latin America, he pointed out, the AFL-CIO has joined with free trade unions in demanding justice and workers' rights, in defending land reform and helping workers in their struggle for a true democracy. He noted the federation's support of the findings and recommendations of the National Bipartisan Commission on Central America calling for profound reforms in the social, political, and economic structures in that region.

African unions

In South Africa, the federation continues to support the emerging black trade union movement while in other parts of the continent, such as Algeria, Tunisia, Zimbabwe and Namibia, it has been one of the major forces in seeking decolonialization, he observed.

Sheinkman, in urging immediate action to solve the nation's trade problems, called on the panel to promote legislation to give relief to American workers and industries hurt by imports as well as to deal with unfair trade practices.

He called for steel import quotas, domestic content laws in the auto industry, steps to revive the U.S. maritime industry, and other measures to balance the nation's foreign trade position.

Jobless rate holds at 7.8%, misery persists for millions

Unemployment in the nation remained unchanged last month, the Buerau of Labor Statistics reported, but the 7.8 percent rate still is historically high and means hardship for millions of Americans.

"Overall unemployment is 2.7 million higher than in 1979," AFL-CIO Economic Research Director Rudy Oswald pointed out. "Programs are needed to alleviate unemployment, particularly for displaced manufacturing workers, minorities, and young people entering the workforce."

Oswald noted that employment in manufacturing still falls 1.5 million short of 1979 levels and that, while economic conditions generally have improved since the depth of the Reagan recession, the situation for black Americans is dismal, with 16.6 percent of them out of work.

Besides the 8,772,000 workers officially classified as unemployed, BLS counted another 1.3 million jobless Americans too discouraged last month to continue the search for work.

The government does not include these so-called "discouraged" workers in its estimate of unemployment. Nor does it factor in the number of people working part time because they are unable to find full-time work. There were 5,463,000 in the latter category in March, BLS reported.

Full impact

The AFL-CIO estimates that if half of these part-time workers and all of the discouraged workers were taken into consideration, last month's true jobless rate was 11.3 percent, with 12.9 million unemployed.

Meanwhile, a steady increase in the number of new claims for state unemployment insurance benefits indicated possible troubles ahead in the economy. The Labor Dept. reported that initial claims for the week ended Mar. 24 rose 5,000 to 366,000. The total was 22,000 more than in the week ended Feb. 11.

The leveling-off of the nation's jobless rate followed a six-month string of declines. Even though civilian employment last month rose by 248,000 to 104,140,000, a corresponding rise of 219,000 in the work force to 112,912,000 resulted in the 7.8 percent civilian jobless rate.

Overall unemployment, measured against a labor force that includes members of the armed forces stationed in the United States, was 7.7 percent, also unchanged from February.

Figure unchanged

The jobless rate among adult women was unchanged in March at 6.9 percent, while the rate for teenagers was up six-tenths of 1 percent to 19.9 percent. For black teenagers, the rate rose 3.2 percent to 46.7 percent; for white teenagers, the rate increased from 16.5 to 17.1 percent.

The unemployment rate for Hispanics, both adults and youths, also rose—from 10.2 percent in February to 11.3 percent in March. The rate for adult men declined two-tenths of 1 percent to 6.8 percent over the month.

BLS's payroll survey of nonfarm establishments showed that seasonally adjusted employment in March increased 145,000 to 92.5 million, a smaller gain than in recent months. Employment in manufacturing and services increased, while construction employment declined.

The average factory workweek in March dropped half an hour from the 41-hour level recorded for January and February. At 40.5 hours, factory hours have returned to levels prevailing at the end of 1983.

Contract overboard

Members of Allied Industrial Workers Local 879 in Hartford, Wis., picket U.S. Marine Co., a subidiary of Bayliner Corp. of Seattle. Bayliner bought the outboard motor plant, fired the workers, and then reopened 10 days later, refusing to recognize the union that has represented the workers since 1945. Both Bayliner and U.S. Marine are on the AFL-CIO "do not buy" list.

Rise in key interest rates termed threat to recovery

Continued from Page 1

out of the market, and drive more firms to invest abroad."

The increase in the prime rate—interest that banks charge their best corporate customers—was the second in three weeks, and brought the rate to its highest level since November 1982. The discount rate—the fee that the FRB charges on loans to banks and savings institutions—had stood at 8.5 percent since December 1982.

Most bankers and economists predicted that the prime would climb still further. The prime rate is critical because it is the basis on which banks set the rates they charge on many loans, especially to medium- and small-size businesses and, increasingly, to individuals.

The new upward movement of interest rates touched off a rise in some locations in rates charged on new-car loans, worrying dealers and auto executives who just emerged from a long slump caused in part by the high cost of credit.

Auto industry slump

Interest rates approaching 20 percent on auto loans in 1980-81 had a lot to do with the slump that saw auto sales plunge to 20-year lows, knock almost 4,000 dealerships out of business, and cost tens of thousands of Americans their jobs.

The discount-rate increase, which became effective Apr. 9, was approved by a 4-1 vote. The Fed issued a brief statement saying that the change "was undertaken in light of the relatively wide spread that has developed in recent weeks between short-term market rates and the discount rate."

In other reports on the economy, the government reported a big drop in retail sales last month and the business-oriented Conference Board announced that consumer confidence in the economy fell in March for the second month in a row.

Retail sales were off 2.2 percent in March, the largest drop in over 10 years and the second straight monthly setback, the Commerce Dept. said. If the decline were to continue, it would confirm economists' fears that interest rates are now high enough to dampen sales.

Hearing fails to bring bankruptcy accord

A joint hearing by two Senate committees failed to narrow the wide gap separating the positions of unions and management on a House-passed bill that would stop employers from using bankruptcy reorganization proceedings as a means of tearing up their union contracts.

AFL-CIO Special Counsel Laurence Gold said the House bill carries out the intent of the National Labor Relations Board that differences be resolved through good-faith collective bargaining.

Under the House version, if bargaining fails, a bankruptcy judge could allow the nullification of provisions of a union contract if necessary to keep the company in business and preserve jobs.

Employer groups want to stay as close as possible to the Supreme Court's interpretation that present bankruptcy law considers a union contract not much different than any other type of business agreement and permits its abrogation if its terms are "burdensome" to an employer.

Obvious choices

Gold's wry comment on the reaction to the Supreme Court's decision was that "those who know their interests best—management and unions—divide as follows: the employer community praises the decision and we condemn it. The winners and losers are plain enough."

At the Senate hearings, presided over jointly by Chairman Orrin G. Hatch (R-Utah) of the Labor & Human Resources Committee and Judiciary Committee Chairman Strom Thurmond (R-S.C.), employer witnesses bore this out.

The Chamber of Commerce representative, Robert T. Thompson, said his organization opposes any change in the test the Supreme Court prescribed for revocation of union contracts.

The way to proceed, he suggested, is to allow the employer to abrogate the union contract "and then let the parties talk."

Congress extended the deadline for action on changes in the bankruptcy court system until the end of April, but Hatch said he doubted the issue could be resolved by then. Earlier, he had proposed a substitute measure that the AFL-CIO opposed as inadequate to meet the problem.

Minnesota solidarity

Some 400 members from St. Paul, Minn., area unions rally in support of 211 Food & Commercial Workers who struck Iowa Park Industries over eight weeks ago. Firmly rejected employer demands for a wage freeze, two-tiered pay scale and overtime concessions resulted in 100-percent participation in the strike. Minnesota AFL-CIO President David K. Roe, at podium, pledged support for a new contract that would preserve workers' dignity.

20 Las Vegas hotels on unfair list, support mounts for 17,000 strikers

By Susan Dunlop

The AFL-CIO has responded to union-busting tactics and attacks on pickets by calling on union members across the country not to patronize the Las Vegas hotels where some 17,000 members of three unions are on strike.

Federation President Lane Kirkland, in messages to affiliates and state and local central labor bodies, said the AFL-CIO at the request of the Hotel Employees & Restaurant Employees, Musicians and Theatrical Stage Employees had added 20 Las Vegas hotels to its "unfair list."

Union members struck the hotel-casinos that belong to the Nevada Resort Association on Apr. 2. The hotel culinary and service workers, bartenders, musicians and stagehands walked off their jobs after negotiators for the management association—led by the Las Vegas Hilton—refused to pull back on demands for a wage freeze and other stiff concessions.

AFL-CIO Sec.-Treas. Thomas R. Donahue paid a personal visit to the picket lines drawing cheers from strikers with his declaration that "the AFL-CIO and the entire labor movement across the country supports this strike."

Donahue told the strikers that the federation would back the locals with financial as well as moral support. Earlier, he announced the formation of an AFL-CIO Assistance Fund to which affiliates would be asked to contribute.

Most of the strikers are members of HERE Local 226. Members of HERE's Bartender's Local 165, AFM Local 369 and IATSE Local 720 also walked off the job, idling most housekeeping and food services and darkening stage shows at many of the city's major hotels.

Employers' group

The member hotels of the Nevada Resort Association include the Las Vegas Hilton, Flamingo Hilton, Caesars Palace, MGM Grand, Desert Inn, Frontier, Sands, Tropicana, the Mint, Union Plaza, Four Queens, Silver Slipper, California Hotel, El Cortez, Golden Gate, Las Vegas Club, Sam's Town Hotel, Showboat, Castaway and Holiday Hotel.

In his message to AFL-CIO affiliates, Kirkland pointed out that the struck hotels had rejected terms of new contracts already agreed to by some 20 independent hotel-casinos. About 15,000 workers are covered by the pacts.

The AFL-CIO's alert to affiliates noted that violence against picketers during the strike had prompted Federal District Court Judge Robert Foley to remark in court that guards at the Hilton Hotel had "acted like labor goons in the 1920's; it was gruesome to see."

Strikers have been injured by cars crashing through picket lines, and the unions have charged that hotel security forces engaged in "brutal violence" in dealing with legitimate picket lines and demonstrations.

Although several of the struck hotels have hired replacements for strikers and others have used newspaper ads and personal letters to threaten union members with replacement, HERE said few workers have been intimidated.

The unions also sharply dispute the hotels' claims that they are operating near capacity, citing reports that large portions of several hotels are being closed off, and pointing to a memo obtained by the unions in which the manager of a major hotel urged department heads to trim all operating costs in response to revenue losses from substantially lowered occupancy.

Management demands

The key issues in the dispute, HERE said, are the employers' demands for a two-year wage freeze coupled with insistence on changes in work rules that could cut the number of hours of work guaranteed to workers each week from 40 hours to 20. The unions are also objecting to management attempts to cut the employer contribution to health and welfare programs. forcing employees to pay more out of pocket.

In contrast, the new four-year contract signed by the HERE locals with the independent hotels provides a wage package that will raise pay an average of $1.91 an hour over the life of the pact for employees who receive tips and as well as for those in non-tipped jobs.

Civil rights conferees decry retreat under Reagan policies

The Reagan Administration's policies on civil rights were pounded by participants in the 15th annual AFL-CIO Civil Rights Institute held at the George Meany Center for Labor Studies.

The 65 participants, representing some 30 unions, denounced the Administration's stances on civil rights, women's rights and affirmative action as an outright attack on decades of human rights progress.

AFL-CIO Civil Rights Director William E. Pollard told the group of union civil rights designees that the theme of the meeting—"To Fulfill These Rights"—can best be accomplished in the current political climate through the determination of unions and their members "to speak up and speak out on civil rights and women's rights," and to work vigorously within their own unions to carry out the policies of the American labor movement in these areas.

Election participation

The week-long institute included a wide range of reports and seminars on rights issues as well as discussion of strategies for increasing participation by women and minority union members in the 1984 elections.

The participants also examined techniques for stemming the backsliding on civil rights during the Reagan Administration. Among the techniques explored were the greater use of electronic media for information and education; stepped-up legislative action on the local, state and national level; and continued pressure on the Reagan Administration to insist that it uphold and enforce U.S. civil rights laws.

Other institute topics included the status of equal employment opportunity and other civil rights law enforcement under the Reagan presidency, as well as gains by unions in achieving pay equity for women workers.

A perspective on conditions for black workers in South Africa was provided by Piroshaw Camay, secretary-general of the Council of Unions of South Africa.

Among other speakers were Atlanta Mayor Andrew Young; Actors & Artistes President Frederick O'Neal, who chairs the AFL-CIO Civil Rights Committee; Ladies' Garment Workers President Sol C. Chaikin; Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland; Rev. Joseph E. Lowery, president of the Southern Christian Leadership Conference, and Carl Holman, president of the National Urban Coalition.

The participants also held discussions with representatives of a wide range of civil rights, women's rights, religious youth, and labor organizations.

Boycott ends on consumer publications

New York—The Newspaper Guild ended its strike and called off a boycott of Consumers Union, Inc., following an agreement between the union's New York local and the publisher of Consumer Reports magazine.

The Guild's 140-member Consumers Union unit ratified a new three-year pact with the Mt. Vernon, N.Y., company on Apr. 4, ending a three-month strike.

The Guild also asked the AFL-CIO to remove Consumers Union and its publications and services from the federation's national boycott list.

Layoff protection

The new contract includes protections for employees against layoffs resulting from the subcontracting of bargaining unit work or assignment of those tasks to non-unit employees. The publisher's demands for unrestricted authority to contract-out or reassign work to employees not in the bargaining unit was a key issue sparking the strike, which began Jan. 9.

The new contract calls for wage increases of 5 percent on Jan. 1, 1985, and 7 percent on Jan. 1, 1986, as well as continued cost-of-living protections.

Other improvements include an increase in company payments to a jointly administered pension fund and provision for a joint labor-management committee to examine health and safety concerns related to the use of video display terminals.

Among employees covered by the contract are writers and editors as well as engineers, technicians and researchers who study, test and evaluate products for Consumers Union publications.

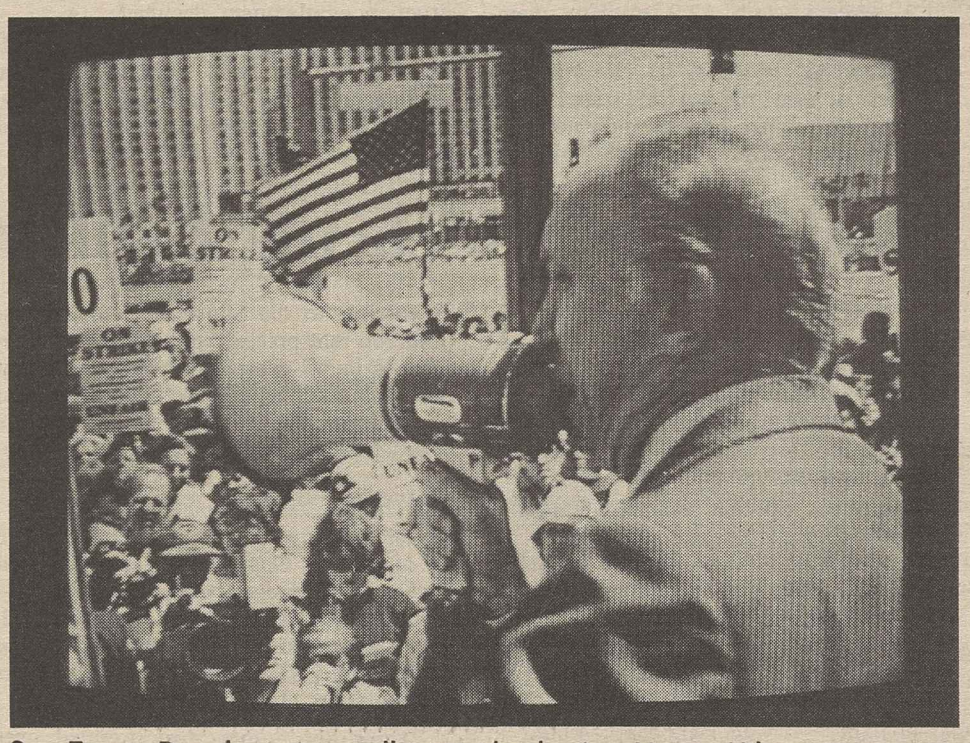
Vernon Kelley dies at 70, headed aluminum union

Zachary, La.—Vernon E. Kelley, president emeritus of the Aluminum, Brick & Glass Workers, died Apr. 8 in a hospital here where he was being treated for lung cancer. He was 70.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said in a message to his wife Ruby that Kelley was "a dedicated trade unionist and a trusted leader whose personal qualities did much to build and strengthen the present Aluminum, Brick & Glass Workers International Union and the American labor movement as a whole."

Kelley joined the Aumnium Workers in 1946. He served as a shop steward and secretary-treasurer of Baton Rouge, La., Local 205, was elected vice president of the union in 1949 and became an international representative in 1951.

He later served as the union's director of education and research for 12 years before being appointed executive assistant to the union's president. Kelley was elected president in 1975 and retired in 1977.



Sec.-Treas. Donahue at a rally outside the Las Vegas Hilton, in a scene from a video bulletin produced by the Labor Institute of Public Affairs.

Convention hails Mondale

Operating Engineers link goals to election

Hollywood, Fla. — Eradicating the scourge of "double-breasting" in the construction industry and plant closings in the industrial sector are top priority goals of the Operating Engineers, President J. C. Turner told some 700 delegates to the union's 32nd convention.

Success in both endeavors, Turner said, requires the defeat of President Reagan and his right-wing followers and the election of Walter Mondale and labor's friends to Congress in November.

The Reagan Administration, he charged, is "waging war against workers" and inflicting "heavy casualties."

Turner said the explosion of the double-breasting tactic — in which a union contractor establishes a second competing firm that operates nonunion — has been made possible by the anti-union decisions of the National Labor Relations Board.

"Through his appointments of people who have spent their lifetimes honing skills to help management weaken unions, Reagan has turned the NLRB into a management saber that is being wielded to systematically cut down the trade union movement," Turner declared.

Legislative package

He and other members of the administrative committee of the AFL-CIO Building & Construction Trades Dept., he reported, have prepared a legislative package for Congress that would bring an end to double-breasting.

He also called on the delegates to give their wholehearted support to a bill before Congress that would curtail the hardships inflicted by plant closings.

"Passage of this legislation will end management's callous practice of milking ultimate profits from workers and their communities, only to throw them into the discards on a whim," Turner pointed out.

But he stressed that success in either legislative initiative "depends totally on our ability to replace our enemies with our friends in the Congress and the White House in November."

Labor Dept. changes

Turner had harsh words for the Labor Dept., which he said has become "a mockery of its name, stripped of those who were advocates of working people and replaced by champions of employer causes and dedicated to the destruction of the trade union movement."

The delegates heard AFL-CIO President Lane Kirkland assail the anti-union bias of the Reagan Administration, question Sen. Gary Hart's sympathies toward workers, and deliver a spirited endorsement for Walter Mondale for President.

"Sen. Hart, who actively sought our support in this campaign and accepted our support in the past, has defamed labor with code words and the 'special interest' label," Kirkland declared.

While Hart "offers himself as the spokesman of the younger generation," his record violates their interest, he said.

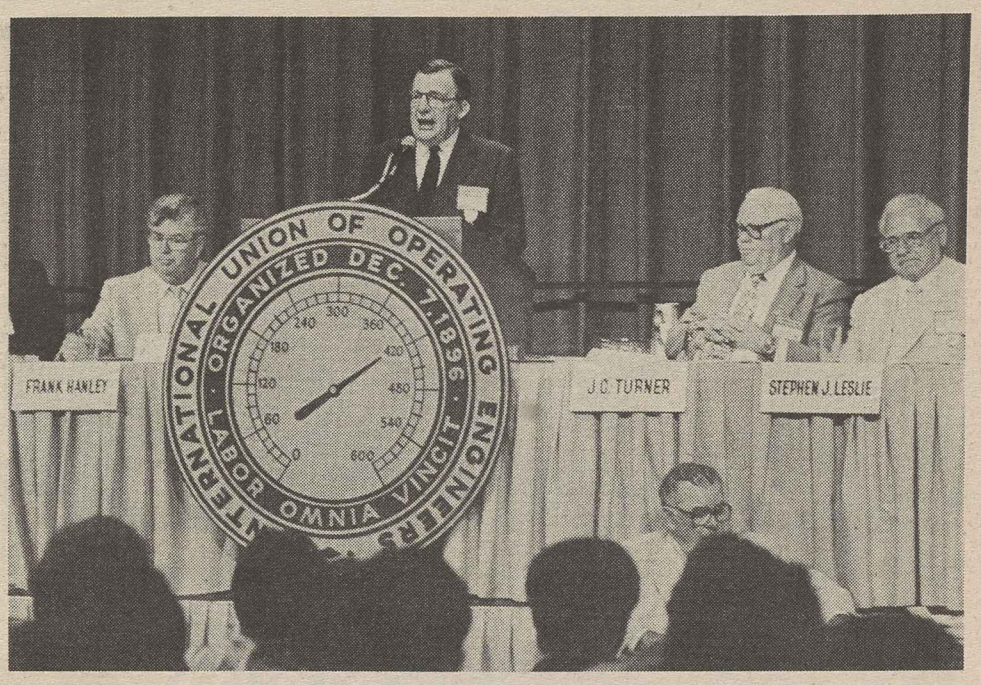
"He has favored a youth subminimum wage, the exclusion of all young workers in the fast-food chains such as McDonald's from OSHA protection against burning grease and slippery floors, and a step-up in interest payments on college loans," Kirkland noted. "So does Ronald Reagan. He professes concern for working people, but he insults their organizations. So does Ronald Reagan."

Head-on challenge

To the applause of the delegates, Kirkland said the way for unions to win in November is to place all of their energy in support of "a candidate who will challenge Ronald Reagan head on — all the way. That candidate is Fritz Mondale. We know where he stands and what he really believes — yesterday, today and tomorrow."

Mondale aroused a cheering, whistling and applauding reaction from the delegates when, in a telephone conversation on the day of the Pennsylvania primary he said: "Wherever I've gone, I've seen Operating Engineers doing the work for me. You never let up."

"I want to be President to rebuild this country," he said. "We rebuilt Western Europe and Japan, so for crying out loud, let's get busy and rebuild America."



AFL-CIO President Kirkland focuses on election issues in an address to the Operating Engineers convention in Hollywood, Fla.

Suit seeks to bar referendum to bring ITU into Teamsters

San Francisco—Six Typographical Union members are suing to block a May 16 referendum on the merger of the ITU with the unaffiliated Teamsters.

The suit, filed in the U.S. District Court for the Northern District of California, seeks an injunction to bar the referendum and the merger conferences being held in cities around the country.

The suit also asks to have Robert S. McMichen installed as president of the ITU, and as trustee of the ITU pension plan and as chairman of the pension plan's administrative committee pending the outcome of any rerun elections.

McMichen won the popular vote in the contested November 1983 election over incumbent President Joseph Bingel, who is a defendant in the suit. The other defendants are Sec.-Treas. Thomas W. Kopeck, and Vice Presidents Allan J. Heritage, Robert L. Wartinger and Ray Brown.

The six ITU members pressing the suit are Carl M. Fry, Neoma R. Schultz, Arnold C. Sears, Agostino A. Stagliano and Roberto Bozarth, all of Bay Area Typographical Union 21, and retiree Ralph Kessler, a member of San Francisco-Oakland Mailers Union 18.

The injunction would seek to prevent the current ITU executive council from taking any "irrevocable steps" or spending any union funds to change the future structure of the ITU, "including any merger or affiliation, until the completion of any rerun to any of the executive council offices that were the subject of protest following the November 1983 election."

The suit also seeks to require the executive council members to repay to the union "all expenditures authorized by them" in violation of the Labor-Management Reporting & Disclosure Act of 1959, including all "funds expended on behalf of or in furtherance of a merger" with the IBT. It also asks for both compensatory and punitive damages, charging that the rights of the ITU members have been violated under various labor and pension laws.

Purposeful actions

The suit contends that the defendants "have engaged in a series of actions which, while entirely illegal, inconsistent and discriminatory in their application of both ITU and federal law, have had one entirely consistent purpose and effect—to prevent a properly elected executive council majority opposed to an immediate Teamster merger from taking office before the demise of an independent, AFL-CIO-affiliate ITU was a fait accompli."

The Merger Committee for One Big Printing Union, comprising ITU local officers opposed to merger with the Teamsters, expressed its support for the suit. The committee alerted local officers to sections of the Teamsters constitution that might not appeal to ITU members. A separate memorandum noted the salary of Teamsters President Jackie Presser and his powers under the IBT constitution.

In a related action, the Canadian Labor Congress reiterated its opposition to the merger.

CLC President Dennis McDermott said the ITU's Canadian caucus "made a wise decision in inviting Canadian members to vote against the merger with the Teamsters, who are outside the mainstream of the trade union movement in Canada."

He warned that the merger would "cut the long-standing ties of solidarity and friendship between their union and the rest of the labor movement in Canada."

Union-Industries Show opens May 11 in Memphis

The 1984 AFL-CIO Union-Industries Show will open May 11 at the Cook Convention Center in Memphis, Tenn.

More than 200,000 visitors are expected to attend the six-day free public exposition which will include a wide variety of live craft and skill demonstrations by union workers as well as displays and working exhibits prepared by employers.

The show is produced annually by the AFL-CIO Union Label & Service Trades Dept.

OSHA asbestos proposal scored

By Arlee C. Green

The Occupational Safety & Health Administration's proposed revision of the asbestos standard is "just another public relations move by OSHA to give the appearance of protecting workers," the AFL-CIO charged.

Margaret Seminario, associate director of the Dept. of Occupational Safety, Health & Social Security, termed the revised proposal "outrageous and irresponsible." Although it may reduce the exposure level, it also allows employers for the first time to rely on respirators as a primary means of control, Seminario pointed out.

Exposure level

The OSHA proposal would reduce the ceiling on worker exposure to asbestos from the current 2 million fibers per cubic meter of air over eight hours to either 500,000 fibers or 200,000 fibers—depending on the testimony at public hearings scheduled to open June 19.

Seminario said the AFL-CIO supports and will continue to seek a standard with a maximum exposure level of 100,000 fibers. She noted that both OSHA and the National Institute of Occupational Safety & Health had recommended a limit of 100,000 fibers in 1980.

OSHA estimates that some 375,000 workers are exposed to asbestos on the job in manufacturing, construction, automotive, shipbuilding and ship repair. It estimates that using respirators to reduce exposure levels from 2 million fibers to 500,000 fibers would cost agout $66 million initially and over $53 million annually. The number of excess worker deaths would drop from 64 per 1,000 to 17 per 1,000, according to the agency.

Dropping the limit to 200,000 fibers would cost $68 million initially and nearly $56 million annually, while reducing the number of deaths to 7 per 1,000.

Seminario said the proposed standard has nothing to do with "feasibly controlling asbestos. The revisions were put out with a lot of fanfare, but the proposal is not what is needed because it's not protective." She pointed out that the number of excess worker deaths would drop to 3 per 1,000 if the exposure level were reduced to 100,000 fibers.

OSHA issued an emergency standard on asbestos in November 1983, but this was ruled invalid last month by the 5th Circuit U.S. Court of Appeals. That measure called for limiting asbestos exposure to 500,000 fibers per cubic meter of air.

Seminario said labor supports OSHA's plan to consider a separate final standard for the construction industry, but she said "such a standard should mandate work practice controls because of the very nature of that industry."

The Environmental Protection Agency said it has reinstated standards for exposure to asbestos on the job that were invalidated by the Supreme Court for technical reasons six years ago.

Among other things, the rules require that asbestos removed from buildings during demolition not be thrown to the ground or to a lower floor and that it be kept wet until removed from the premises. Also, the surfacing of roadways with asbestos-containing waste would be prohibited, as would the use of insulation containing asbestos.

Insurance claims

Meanwhile, seven asbestos manufacturers and their insurance carriers agreed to establish a third-party "asbestos claims facility" to help settle the thousands of health-injury claims against the industry.

Such a facility reportedly would provide a prompt, fair alternative to lengthy court battles. The facility would have the authority to settle current and future claims and would serve to keep asbestos producers from filing for bankruptcy protection against their future liabilities, as the Manville Corp. did.

Three more officials pull out of Labor Dept.

The Labor Dept. announced the departure of three more high-level officials, including Mark Cowan, who will leave his post as chief of staff to Labor Sec. Raymond Donovan on Apr. 20.

Paul Russo, deputy under secretary of labor for intergovernmental affairs, resigned to become chief labor affairs officer for the Reagan-Bush Re-Election Committee, and John J. O'Donnell, former president of the Air Line Pilots, has retired as assistant secretary of labor for legislative affairs.

The announcement came less than a week after Thorne Auchter stepped down as Assistant Secretary of Labor for occupational safety and health to take a post as head of a Midwest construction company. The firm, B. B. Andersen Cos., was excused from paying a $12,600 fine while Auchter headed the job safety agency.

Hawaii's Sen. Inouye takes testimony from AFL-CIO's Peggy Taylor.

Reagan's Labor Dept. seen tilted against workers' goals

Continued from page 1

voke, weaken or suspend existing health standards."

On wage standards, Taylor testified, "the department reversed a 40-year history under Democratic and Republican Administrations of consistent enforcement of the Davis-Bacon Act," which requires payment of prevailing wages and benefits on federally-financed construction. Instead, the Labor Dept. "gutted the effect of the legislation by regulatory action" and did the same on service contracts.

She cited recent House hearings that documented the "virtual abandonment" of enforcement of reporting requirements relating to the anti-union activities of management consultants, while the agency sought additional staff to investigate unions.

Taylor told the panel that under this Administration, "the political appointments at the Dept. of Labor from the Secretary through his Assistant Secretaries and their closest advisors predominently have come from the business community—company presidents, vice presidents or corporate management lawyers, and even from the employer-financed, anti-union National Right to Work Committee."

Without passing judgment on motives, Taylor said, "caution should be exercised in evaluating the program judgments of these people whose natural constituency is not the worker, the unemployed or the poor."

White House inaction hit

Economy threatened by rising trade deficit

The Reagan Administration's unwillingness to take steps to halt the decline of the nation's trading position with other countries is a threat to economic well-being, the AFL-CIO warned Congress.

Its attitude can only be viewed as "studied indifference," Federation Economic Research Director Rudy Oswald told a House Ways & Means subcommittee holding hearings on the massive trade deficit posted by the United States in recent years.

"While noting the record U.S. trade deficits, President Reagan merely reiterates his belief in free trade, and rejects governmental action in the apparent hope that problem will correct itself at some point in the future," Oswald observed.

"The tragedy of this approach is that the United States is frequently left defenseless in the international arena."

The concept of free trade and a free market is a myth, which foreign competitors long ago acknowledged, Oswald told the panel chaired by Rep. Sam Gibbons (D-Fla.).

Trade barriers

"Other countries see trade as a means to the larger goal of balanced economic development and employment," he said. Accordingly, their governments have established quotas, stringent inspection requirements, exchange rate manipulations, export subsidies and other policies to protect their markets, Oswald told the subcommittee.

Meanwhile, the U.S. market remains wide open to an ever-increasing volume of imports, he noted.

"This trade policy framework, together with the ill-conceived monetary and fiscal policies of the Administration, has contributed significantly to the massive trade deficits the United States faces today," he said.

"The sharp deterioration of the U.S. international economic position in recent years has had a profound and negative impact on scores of domestic industries and millions of American workers."

Record deficit

The nation's merchandise trade deficit reached a record $69.4 billion in 1983, 63 percent higher than the previous record of $42.7 billion set the year before. The Administration concedes that the trade imbalance will likely soar to $115 billion this year. Data Resources, Inc., of Cambridge, Mass., has estimated that this deterioration in the U.S. trade position will cost the nation more than 2.5 million jobs, three-quarters of which are in the manufacturing sector.

The United States recorded surpluses in only two merchandise trade sectors in 1983—agriculture products and chemicals. The U.S. trade position in manufactured products collapsed.

Contributing to the economic decline, the Administration's huge budget deficits and the Federal Reserve Board's tight-money policies have kept U.S. interest rates high, encouraging massive capital inflows to the United States and keeping the dollar artificially strong. This, in turn, has made imports more attractive and held down export of American goods.

Oswald urged Congress to adopt trade law reform measures to protect U.S. industries and workers, along with a restructuring of monetary and fiscal policy, enactment of an industrial policy, and active intervention in foreign financial markets.

Tighter laws

U.S. trade law must be strengthened to reflect international trading realities, he emphasized.

Legislation is urgently needed to tighten and streamline laws already on the books, such as the Trade Act of 1974, that were designed to relieve industries and workers injured by imports, he said. Statutory improvements should assure, among other things, that the International Trade Commission evaluates more quickly and accurately the impact of imports on a particular industry and its workers through more specific criteria.

To address the problem of the overvalued dollar, Oswald recommended that the United States pursue a policy of currency market intervention, both unilaterally and in conjunction with other countries.

Adoption of a rational and coherent industrial policy also is of major importance to the future health of the U.S. economy, he stressed.

Labor educators focus on election

Chicago—The techniques of educating workers on political campaign issues was the focus of the annual AFL-CIO Education Conference here.

The four-day session, which drew some 130 union and university labor educators, was held jointly by the federation's Dept. of Education with the University & College Labor Educators Association. AFL-CIO Education Director Dorothy Shields cochaired the conference with UCLEA President Richard Hindle.

At the one-day session limited to union educators, James Kennedy, executive assistant to AFL-CIO Sec.-Treas. Thomas R. Donahue, underscored the importance of educating members on the election issues. He detailed the economic issues of the Administration-induced recession, high unemployment and a dubious economic recovery.

Citing various polling techniques, Kennedy stressed that President Reagan did poorly in the polls when his name was linked to "fairness." Kennedy noted, however, that "voters don't associate the President with most of the disasters and scandals of his Administration."

Karen Wellisch, executive director of the Chicago chapter of the National Organization for Women, discussed the "gender gap" that exists between women and the Reagan Administration. She stressed the need for a voter registration drive aimed at working women.

Chicago Tribune reporter James Warren gave an analysis of the Illinois primary and explained how the labor movement got tagged by the press with the label "special interests."

Some two dozen mini-workshops covered such topics as computers, pre-retirement education and programs for women, minorities, immigrants, plant closings, and introducing labor to high school students.

In a session on collective bargaining, Seth Rosen of the Air Line Pilots explained the impact of company bankruptcy tactics on airline negotiations. Art Shy of the Auto Workers presented a slide show on a Michigan labor history project, and Cesare Poloni, chief of the Workers Education Bureau of the International Labor Organization held a workshop on technology changes.

Programs needed

Missouri AFL-CIO President Daniel J. (Duke) McVey, in a discussion of the challenges facing labor educators, cited the need to train union officials to speak to community groups and schools, the need for on-going education programs for members, and the need to maintain sufficient funding of university programs on labor education.

A memorial tribute was paid to Barbara Wertheimer, a professor at the New York State School of Industrial & Labor Relations at Cornell University and director of Cornell's Institute for Women & Work, who died last year. Her husband, Clothing & Textile Workers Vice President Val Wertheimer, died in 1978.

Steelworkers, HRDI explore help for displaced workers

Local leaders of the Steelworkers from areas battered by layoffs and plant closings explored ways the trade union movement can help its members whose jobs are wiped out.

The first two in a planned series of leadership seminars were held in Pittsburgh and Chicago, cosponsored by the USWA and the AFL-CIO Human Resources Development Institute. They were arranged by an international union task force headed by John T. Smith, assistant to USWA Vice President Leon Lynch.

No recalls

Smith stressed in opening the seminars that the restructuring of the steel industry has resulted in a permanent loss of jobs and that there is no end-of-the-recession recall for many workers.

At U.S. Steel Corp. alone, the most recent wave of layoffs affects more than 15,400 workers in eight states.

The USWA takes seriously its obligation to help its displaced members in every way possible, Smith stressed, and the seminars are intended to help acquaint local union leaders with the assistance available from community, union, education and government facilities.

Both seminars included AFL-CIO Community Services representatives from localities with heavy steel industry unemployment who spoke of the community resources to help with the multitude of problems stemming from joblessness.

HRDI Executive Director Mike Arnold and Assistant Director Rod DuChemin urged the value of union-sponsored workshops to provide "first aid" to displaced workers—giving them the information they need on meeting immediate needs and exploring available retraining opportunities. HRDI Program Specialist Tony Sarmiento discussed the mechanics of organizing a workshop and encouraging worker participation.

Arnold also discussed the programs for dislocated workers provided under the Job Training Partnership Act, and representatives of state JTPA agencies described programs now under way in Pennsylvania, Indiana and Illinois.

Ralph Johnson, a former steelworker who is now a professor at the University of Alabama's Center for Labor Education, noted that job loss is much more stressful now than in previous years when alternate employment was more readily available. The byproducts include mental depression, drinking problems, divorce and health problems, he said. Support from the union can be "critically important" in minimizing stress, Johnson said.

Guild presses full access to Olympics

The Newspaper Guild has called on the U.S. Olympic Committee and Congress to support the right of an American-funded radio network to have its reporters accredited to the summer Olympic games in Los Angeles.

Reporters from Radio Free Europe/Radio Liberty were barred from the winter games in Sarajevo, Yugoslavia, in what Guild President Charles A. Perlik, Jr., termed "a capitulation to Soviet pressure."

The stations, funded by congressional appropriations, broadcast from Munich, Germany, to eastern European countries in the Soviet orbit and to the Soviet Union.

The Newspaper Guild represents some of the reporters for the stations, but Perlik said the union would be "equally outraged" if its members weren't involved.

Urging strong efforts to assure full accreditation for the stations at the Los Angeles games, Perlik wrote Rep. Daniel A. Mica (D-Fla.) that it is "unthinkable that journalists for an American broadcasting station should be prohibited from covering an international event on American territory."

Mica is chairman of a House Foreign Affairs subcommittee that has scheduled a hearing on the controversy after Congress returns from its Easter recess, and Perlik welcomed the announcement.

The "shameful" action at the winter games was clearly "based on political considerations" and violated the principles of a free press, Perlik said.

EDITORIALS

Sunshine Politics

THE MESSAGE that President Reagan brought on his avowedly nonpolitical forays into a Ford assembly plant near Kansas City and a home construction site in Dallas bubbled with optimism.

"The sun is shining on a strong economy," the President declared, and anyone who says differently is guilty of spreading "gloom and doom."

A 57-39 majority of the Senate apparently believed him. It rejected a modest proposal to continue health insurance protection for unemployed workers who lost their coverage when they lost heir jobs.

The House passed such a bill last year. But Sen. Robert Dole (R-Kan.) said it isn't needed now because "the unemployment rate had dropped rather dramatically."

Sen. John Heinz of Pennsylvania had sought to include the health insurance measure in a tax bill before the Senate. Heinz also is a Republican. But he knows that people are still losing their jobs in Pennsylvania—and their health insurance.

The busy assembly line that President Reagan visited provided an enticing "photo opportunity" for his re-election campaign. It was scouted out by the White House staff for just that reason.

But some of the reporters covering the media event dug a bit deeper and found that the double shift and apparent prosperity was a byproduct of plant closings from California to Pennsylvania—and that more than 600 workers from those plants were still unemployed.

OVER ON the House side of the Capitol, where the Democrats have a majority, the House Banking Committee approved the labor-supported industrial policy bill introduced by Rep. John LaFalce (D-N.Y.), although not by the wide margin it deserved.

It includes both a Council on Industrial Competitiveness—to be drawn from government, business, labor and the public—and a bank that would support private sector lending to modernize older industries and assist emerging industries. A companion measure would foster research to keep the United States in the forefront of technological development.

Republicans on the committee plan to offer a substitute when the measure gets to the House floor.

Instead of doing anything about America's eroding industrial base, it would set up a council "to look at our troubled industries."

To such a proposal, the most apt comment is the phrase that has been making the political circuit this primary season, "Where's the beef?"

The Coalition Builder

IN OUR COUNTRY'S history, there has been no more successful alliance for social progress than the coalition that has bound together the civil rights movement and the labor movement for 40 years.

Clarence Mitchell, more than any other man, made that coalition work on Capitol Hill.

He understood that the fight for human rights cannot be fragmented. He knew that the fight for racial justice, economic justice, justice toward women is one fight, and that nobody is exempt by the accident of sex or race or income from bearing a part in the struggle.

When the battle moved to Capitol Hill with the long struggle for Civil Rights Act, the Voting Rights Act and the Fair Housing Act, it was the extraordinary skill and perseverance of Clarence Mitchell that brought victory.

We are proud that the AFL-CIO was at his side throughout these struggles.

And we are proud that in all of the battles for a fair minimum wage, occupational safety and health or labor law reform, Clarence Mitchell and the NAACP stood with us.

—From remarks by AFL-CIO President Lane Kirkland at a memorial service for Clarence Mitchell, Apr. 11, 1984.

Washington Window

Interest-free loans widen decency issue for Reagan

By Press Associates, Inc.

The President of the United States was "an amiable man of no lofty intellectual or moral stature; he had no conspicuous urge to improve anything. . . . And he was subsequently discovered to have had among his buddies in office some egregious grafters."

That was Warren G. Harding, as described by 1920s chronicler Frederick Lewis Allen.

That betrayal by his cronies from Ohio was said to have broken Harding's health and led to his death in 1923. He was succeeded by Calvin Coolidge, a tight-lipped conservative who believed "the business of America is business."

While Coolidge napped afternoons in the quiet of the White House, the Harding appointees continued their corrupt practices.

The worst scandal involved the betrayal of the nation's defense and conservation policies. Interior Sec. Albert Fall took an interest-free, unsecured "loan" of $100,000 and bonds worth $260,000 from two oil magnates in exchange for leases on the naval oil reserves at Teapot Dome, Wyo., and Elk Hills, Calif. Fall went to jail while the two bribers profited by some $100 million and went unpunished.

Prosperity myth

If business did better than ever before, the "Coolidge prosperity" proved a myth. The excesses of big business, the open shop campaign to destroy unions, the corruption of government, the unbalanced economy which left 60 percent of the people below the poverty line—all set the stage for the Great Depression.

Hopefully, the 1980s will not have a similar ending, although the parallels are scary.

The tone of the Reagan era was set when corporations and wealthy friends kicked upward of $10 million for the gaudiest inaugural ever. Reagan moved into the White House, took down Truman's picture and put up Coolidge's.

The White House, normally thought of as belonging to the people, needed some fixing up. Mrs. Reagan rejected $50,000 in public funds and the Reagan's solicited private contributions. A few weeks after Reagan decontrolled the price of domestic oil, some $270,000 poured in from oil executives. Sen. William Proxmire (D-Wis.) called it "as blatant a presidential conflict as I can recall in more than 20 years I've been in Congress."

Questionable dealings

In three years, the Reagan Administration has chalked up some 40 cases of alleged conflicts of interest or improper financial dealings.

The most publicized case to date involves Reagan's closest buddy, Edwin Meese III, whose troubles started after Reagan nominated him to be Attorney General, a move seen as positioning him for a Supreme Court seat. Senate investigators found out Meese had not reported accepting interest-free, unsecured loans from people who later received government appointments. Meese denies any connection.

What standard of ethics should be applied to the President's men and women?

Former Watergate special prosecutor Archibald Cox notes that simple ethical guides have governed for a long time: public office must never be used or appear to be used for personal gain.

Reagan prefers a different standard. At his Apr. 4 press conference, he said "nothing but the highest integrity is required of those who serve in government." He then added, "you are innocent until proven guilty." That sets a pretty low standard, considering it took nearly a decade to round up the Teapot Dome characters.

The planned recession which brought misery to millions, the assault on unions, the rollback of welfare support, the attempts to gut social security, the $750 billion tax giveaway to business—all this has sown the seeds of discord for some time to come.

On Election Day, the people will have a chance to restore decency and fairness to their government.

AFL-CIO news

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* deceased

LEGISLATIVE ALERT!

Bankruptcy Deadline Extended; Urge Senate to OK Contract Protections

The Senate failed to meet its March 31 deadline for passage of legislation to reform bankruptcy courts, so Congress extended the current system to May 1, and as the AFL-CIO News went to press, began efforts to re-extend the deadline to May 25.

This means that union members have a few more days to consolidate Senate support for legislation to overrule the Supreme Court's Bildisco decision and prohibit misuse of corporate bankruptcy to break union contracts.

The House already passed legislation which would (1) require companies filing for bankruptcy to try to negotiate their way out of financial difficulty, instead of unilaterally breaking contracts, and (2) declare that bankruptcy judges, not company management, could allow breaking of union contracts--only as a last resort to prevent financial collapse and loss of all jobs.

WHAT YOU CAN DO: Urge your Senators to support legislation to safeguard union contracts during corporate bankruptcy proceedings (see sample message, right).

U.S. Senate
Washington, D.C. 20510

Dear Senator _____ :

As a registered voter from (city) and member of (union and local #), I am concerned that the Supreme Court's Bildisco decision will allow employers to misuse bankruptcy law to break union contracts.

I urge you to approve, as part of any bankruptcy bill that comes before the Senate, language prohibiting employers from unilaterally breaking contracts upon filing under Chapter 11. And legislation should provide that bankruptcy judges authorize breaking of contracts only as a last resort, to prevent financial collapse and loss of all jobs.

Sincerely,

_____

POST ON YOUR BULLETIN BOARD — REPRINT IN YOUR NEWSLETTER

Reagan 'Brain Trust' Would End Worker Rights in Second Term

Working people have come to realize President Reagan's government is more hostile than any administration in decades to the interests of average working families. Nothing showed this more clearly than Reagan's willingness sit by while millions of people lost their jobs during the worst postwar recession--or his eagerness to cut or eliminate badly needed help.

You Ain't Seen Nothin' Yet

But if you think the first three years of Reagan have been bad, you'd better hope he doesn't get a second term. A new Heritage Foundation document reveals a blueprint for four more years. This 75-page outline shows that the damage done so far is nothing compared to what the Reagan brain trust has in mind.

The Heritage Foundation is the right-wing think tank that provided the Reagan Administration with policy papers containing many of the bad ideas put into effect during 1981-84. So, its platform for a second Reagan term must, unfortunately, be taken seriously. Many former Heritage employees are now in high-level government jobs, and former Reagan officials, such as National Security Advisor Richard Allen, now work for Heritage.

SOME OF THE REAGAN 'ACCOMPLISHMENTS' OF 1981-84:

- Reagan **budget cuts** eliminated the public works job-creation program, reduced education funding 20 percent, added new restrictions to eligibility for unemployment compensation, and cut health care for the poor by $1 billion.
- Reagan demagoguery and threats about **Social Security** led to changes the eventually will raise the retirement age to 67.
- The Reagan **tax legislation** nearly eliminated the corporate income tax. It now comprises only six percent of federal tax receipts. In many industries the tax rate is negative--companies get money from the government.
- Reagan "hands-off" **trade policy** has done nothing to open foreign markets to U.S products. The trade imbalance jumped to a record $59 billion, causing U.S. job losses in the millions. The Reagan Caribbean Basin bill, which expands duty-free access to U.S. markets, will cause further job losses.
- **Davis-Bacon:** Candidate Reagan promised not to seek repeal of this law, which guarantees fair wages on federally contracted construction work. Instead of seeking repeal, President Reagan's Dept. of Labor weakened the rules used to enforce it.
- The **Trade Adjustment Assistance** program, which provides worker retraining and compensation in industries hurt by imports, was targeted for extinction by Reagan. It was cut 80 percent, and he's still trying to eliminate it.
- **OSHA/MSHA** job safety laws: weakening of standards for hazardous substances, fewer inspectors, wholesale exemptions, "slap on the wrist" fines.

THESE ARE THE HERITAGE FOUNDATION'S PROPOSALS FOR A SECOND REAGAN TERM:

ISSUE		COMMENT
UNION SECURITY	-- Heritage Foundation recommends changing the law to treat labor unions as a violation of antitrust law.	So far the Reagan Administration has worked to weaken unions. In a second term we can expect attempts to eliminate unions.
JOBS	-- End "voluntary restrictions" on Japanese exports to the United States. (Such voluntary agreements currently limit imports of Japanese cars, for example, to 1.85 million vehicles per year.) -- Discontinue defense appropriations amendments that target contracts to areas of the country with high unemployment. -- Repeal Davis-Bacon prevailing wage law. -- Eliminate Trade Adjustment Assistance. -- Eliminate federal unemployment compensation "to reduce incentives for workers to accept voluntary unemployment." Replace with unemployment loans that would have to be repaid with interest. Unemployment compensation "makes layoffs more attractive" because workers enjoy "added leisure time." -- Establish a subminimum wage for teenagers, and freeze the regular minimum wage at $3.35 per hour.	Reaganites will not be satisfied until Japan takes 50 percent or more of basic U.S. industries such as autos and steel. But they take a strict "hands off" policy regarding foreign countries' quotas on U.S. products. And the message they give to laid-off workers is: "It's your own fault. So don't expect jobs programs, don't expect unemployment compensation, don't expect job retraining. Don't even expect us to target defense contracts on depressed areas of the country." For the lucky few who manage to hold onto a job, the Reagan brain trust urges wage cuts. And adult workers are to be replaced with teenagers, who can afford to work for subminimum wages.
TAXES	-- Reduce corporate tax rate. -- Replace corporate depreciation allowances for plant, vehicles, etc. with immediate "expensing"--in short, faster, more generous tax deductions for corporations. -- Tuition tax credits for families who can afford private schools.	President Reagan once betrayed his feelings when he suggested that the corporate income tax should be eliminated. He has made substantial progress toward that goal. With corporations paying less, you pay more.
CONSUMER PRICES	-- Accelerate decontrol of natural gas prices. -- Repeal automobile fuel economy rules. -- Increase tolls on interstate roads and bridges.	Four more years of Reagan means higher prices, higher taxes for working people, higher profit levels for corporations.
JOB SAFETY	-- Use "cost-benefit analysis" more extensively in setting OSHA/MSHA job safety and health rules.	This means placing a dollar value on human life.

AFL-CIO news

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APRIL 21, 1984

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Unions rally aid in hotel strike

Thousands of Las Vegas union members and their families join in a solidarity march for striking hotel workers.

Fund set up by federation in Vegas fight

By Susan Dunlop

The bitter strike by 17,000 union members at many major Las Vegas hotels ended its third week with workers determined to hold out against employer demands for devastating cuts in wages and working conditions.

The striking members of the Hotel Employees & Restaurant Employees, the Musicians and the Stage Employees dramatized their solidarity on Apr. 14 with a massive, peaceful march the length of the city's casino strip.

They were bolstered by AFL-CIO President Lane Kirkland's announcement that the federation has set up a strike assistance fund to help them fight back against employers determined "to bust their contracts and their unions."

Two HERE locals and the musicians and stagehands struck 32 Las Vegas hotel-casinos Apr. 2, after the owners—led by the 20-member Nevada Resorts Association—turned down terms of a settlement reached with other major hotels and instead demanded stiff concessions.

Among those demands, the employers want to slash the guaranteed workweek from 40 hours to 20 hours, a move the workers say could mean economic disaster for themselves and their families.

7,500 march

An estimated 7,500 marchers participated in a two-hour "solidarity march" along a three-mile stretch of the Las Vegas Strip where many struck hotels are situated.

The march, described by local authorities as orderly and peaceful, was joined by a number of supportive trade unionists, including Farm Workers President Cesar Chavez.

Although the marchers were not subjected to assaults by hotel security guards or the widespread arrests by county police that occurred at some earlier demonstrations, at least 80 demonstrators were arrested later in the day while attempting to conduct a silent vigil outside the struck MGM Grand Hotel to protest the hotel's reopening of a stage show.

Continued on Page 4

Coors connection brews questions on OSHA favors

Democrats in Congress want an investigation into allegations that the Coors family used its right-wing political connections to shield the Coors brewery and its subsidiaries from enforcement of the Occupational Safety & Health Act.

Rep. David R. Obey (D-Wis.) and Sen. Edward M. Kennedy (D-Mass.) cited mounting evidence that Thorne G. Auchter, who recently resigned as director of OSHA, had applied a double standard to enforcement of the law.

Obey told House members that Coors facilities in the Denver area were inspected only four times during the 33 months that Auchter was in office compared with 20 inspections over the previous 33 months. Three of those four inspections were compelled by accidents that resulted in death or serious injury because of the company's failure to follow proper safety and health practices, Obey said.

One instance that resulted in the death of two workers and permanent injury to a third brought a fine of only $810, Obey charged. In another case, he said, a fatal accident brought a $710 fine.

Obey and Kennedy both cited the apparent retaliation against an OSHA regional director who was demoted after he angered the head of the Coors company by trying to inspect the firm's porcelain plants.

Both Labor Sec. Raymond Donovan

Continued on Page 2

Bills pushed to bolster basic civil rights laws

By David L. Perlman

Legislation to strengthen the nation's civil rights laws and remedy a Supreme Court decision which weakened the government's ability to act against discrimination has been introduced in Congress with bipartisan support and labor's strong endorsement.

"We will do all we can to assure passage," AFL-CIO President Lane Kirkland pledged.

Bills introduced in the House and Senate would assure that institutions and activities receiving federal funds do not discriminate in any of their functions on the basis of race, sex, religion, national origin, age or handicap.

Narrow reading

Most members of Congress thought that's what the various civil rights laws already provide. But the Supreme Court ruled differently in a recent decision involving interpretation of a law that bars sex discrimination in educational activities receiving federal aid.

A 6-3 majority of the Supreme Court adopted the Reagan Administration's controversial interpretation that the cutoff of federal aid applied only to a specific program that discriminated on the basis of sex. That reading of the law would allow a college to continue to receive federal funds for other programs that were not discriminatory.

While the Grove City College decision dealt only with sex bias in education, its principles were widely viewed as a threat to other federal laws that use a cutoff of federal funds as a weapon against discrimination.

A majority of the Senate has already joined Senators Edward M. Kennedy (D-Mass.) and Bob Packwood (R-Ore.) as cosponsors of the bill supported by labor and all elements of the civil rights coalition. Both Majority Leader Howard H. Baker, Jr. (R-Tenn.) and Minority Leader Robert C. Byrd (D-W.Va.) are among the sponsors.

The House version, first introduced by Representatives Paul Simon (D-Ill.) and Don Edwards (D-Calif.), already has some 70 cosponsors, with others expected to

Continued on Page 4

Long tradition for labor

Political activism deeply rooted

By Henry C. Fleisher

Organized labor's vigorous participation in the 1984 election campaign evolves from a long tradition of political activity by American trade unionists stretching back more than a century and a half.

Then as now the objective was to elect to government office candidates friendly to the labor movement and concerned with the public interest. The philosophy that "what's good for America is good for labor" is scarcely the expression of a narrow "special interest," as some observers would depict labor.

America's early trade unions were decentralized and often very weak. But their irregular, rather sporadic history shows that they recognized the critical role of political action in fighting for better conditions and higher living standards. A few examples:

- **The Workingmen's Party** was established in 1828 by the Mechanics Union of Trade Associations in Philadelphia. In 1829, the New York Workingmen's Party elected Ebenezer Ford, a carpenter, to the state legislature.
- **Other labor parties** in various cities usually lasted no more than a single election or for the duration of a single issue, but occasionally they were successful.
- **The National Labor Union's** decision at its 1868 convention to create a labor party was inspired by William Sylvis, a pioneer in the Molders Union. Sylvis, whose NLU reached a peak membership of 600,000—very large for its time—envisioned the labor party as a means of bringing about drastic reforms in the economic and social systems.

No dreamer of small dreams, Sylvis set as a goal for his projected new labor party the winning of the presidential election in 1872, as well as majority control of Congress and state legislatures. But Sylvis died in 1869 at the age of 47 and the party of his dreams never materialized.

- **The Federation of Organized Trades & Labor Unions,** at its founding convention in 1881, set as a first objective the passage of eight-hour day laws by the states and the federal government, a goal that obviously required both legislative and political activity.

The new organization, which five years

Continued on Page 3

The author of this article was AFL-CIO director of publications for two years following the 1955 federation merger. Before that he was publicity director for the CIO and editor of the CIO News.

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Wire service short circuit

Newspaper Guild members set up informational picket lines at the offices of Reuter news service in New York, Washington and Chicago to protest a 16-month deadlock in negotiations for a new contract. Reuter employees have been operating under new company-imposed work rules since the impasse.

Industrial policy bill gains as IUD spurs local support

The House Banking Committee approved a labor-urged industrial policy bill by a close vote and the AFL-CIO Industrial Union Dept. is setting grass-roots fires across the country to expand its support in Congress.

The bill, sponsored by Rep. John J. LaFalce (D-N.Y.), would establish a 16-member Council on Industrial Competitiveness, whose members would be drawn equally from government, business, labor and the public.

It would make recommendations on measures needed to shore up key industries, and a Bank for Industrial Competitiveness would be launched with a capitalization of $8.5 billion in federal funds for loan guarantees and stock purchases to finance modernization. Primary funding for modernization would come, however, from the private sector.

While the bill cleared committee by a 25-16 vote—with all Republicans opposed—the key provision for an industrial bank was retained only by a 22-20 vote.

To build pressure on Congress for action on this and related job-saving bills such as plant closing legislation, the IUD has scheduled a series of regional one-day conferences for local and state union leaders.

The first event, on Apr. 13, was a seven-state conference in Denver, with the Oil, Chemical & Atomic Workers as the host union. Former Labor Sec. Ray Marshall was among the speakers and representatives of the NAACP took part along with union officials.

It was followed by an Ohio conference, in Akron, with the Rubber Workers as host union. A five-state southern regional conference will be held in Atlanta Apr. 25, with the Clothing & Textile Workers as host. Ten other IUD conferences will be held during May and June.

The House Banking Committee also approved, 25-18, a companion bill to set up an Advanced Technology Foundation and an industrial extension service to promote research into technological moderni-

During the committee consideration of the bills, LaFalce said the goal of industrial strategy should be a diverse and internationally competitive economy that "to the maximum extent possible should be employment-oriented."

Rising interest rates blamed

Housing starts plunge by record 27 percent

An all-time record plunge in new housing starts led a series of negative signs indicating that the blush may be off the nation's economic recovery.

Construction of new houses and apartments dropped nearly 27 percent in March from the month before, the biggest one-month tumble that index has taken since the government began keeping track of the figures in 1959.

Deputy Director Henry Schechter of the AFL-CIO Dept. of Economic Research said rising interest rates were primarily to blame for the housing starts drop-off, with unusually severe weather also a factor.

Mortgage interest rates in many areas of the country are averaging nearly 14 percent and rising, which could prompt builders to cut back on new starts out of fear that the bottom will drop out of the housing market again.

The Commerce Dept.'s seasonally adjusted data showed that the annual rate of starts in March was about 1.6 million units, in sharp contrast to a rate of 2.2 million units in February, the highest in six years.

Building permits drop

In a separate index, the government reported that the number of building permits issued in March dropped at a seasonally adjusted rate of 12 percent from the previous month. In addition, the number of permits issued but not used in March was up 12 percent from February.

Schechter pointed out that even though there has been some softening in the availability of certain kinds of credit, indications that interest rates are creeping up and are likely to go even higher reinforce concerns that a new economic slump could result.

The Commerce Dept. also reported that the nation's gross national product grew at a brisk 8.3 percent during the first three months of this year, led by consumer spending and increases in inventories stocked by businesses.

However, another report from the department showed that as the quarter closed, consumer spending had begun to decline for both durable and non-durable goods, and personal income rose a modest five-tenths of 1 percent during March.

Personal consumption expenditures rose last month, but the department chalked up much of that increase to payments for higher utility bills brought on by the cold winter.

The Bureau of Labor Statistics reported that producer prices rose five-tenths of 1 percent on a seasonally adjusted basis from February to March. The rise was in line with increases for the two previous months, but significantly higher than for most months of 1983.

Within that index the BLS reported that prices for finished food products were up a seasonally adjusted eight-tenths of 1 percent, led by a 30 percent jump in the price of fresh fish. The wholesale food price increase followed a rise of seven-tenths of 1 percent in February and a 2.7 percent surge in January.

Energy index dips

The index for finished energy items fell by 1.2 percent overall after having gone up by four-tenths of 1 percent in February. Natural gas prices and gasoline prices declined, but prices for home heating oil were up.

Food and energy are the most volatile components of the producer price index and the BLS noted that when these are omitted, the index for other finished consumer goods rose nine-tenths of 1 percent in March compared with a rise of only two-tenths of 1 percent in the two previous months.

For the first quarter of the year, the producer price index for finished goods climbed at a seasonally adjusted annual rate of 6.1 percent.

In another report, the Federal Reserve Board said industrial production went up only four-tenths of 1 percent last month, compared to increases of 1 percent in February and 1.4 percent in January. Monthly increases in this measure were about 1 percent through most of 1983.

Sales slip

The Commerce Dept. reported that retail sales dropped a steep 2.2 percent in March, the biggest monthly plunge for that index in some 10 years.

There was brighter news on state unemployment rates for February, which BLS said were below year-earlier levels on an unadjusted basis in every state except Alaska.

The agency's surveys showed New Hampshire at 5.1 percent and Connecticut at 5.2 percent with the lowest unemployment rates in February.

West Virginia continued to have the highest jobless rate, 16.5 percent, and eleven other states, Puerto Rico and the District of Columbia still posted double-digit unemployment rates.

Those states were Alabama at 12.8 percent; Alaska at 13.1 percent, up from 12.9 percent last year; Arkansas at 10 percent; Illinois at 10.1 percent; Indiana at 11 percent; Kentucky at 10.6 percent; Minnesota at 12.6 percent; Mississippi at 10.8 percent; Pennsylvania at 11 percent; and Washington at 11.8 percent, as well as Puerto Rico at 21 percent and D.C. at 12 percent.

Congress moves on taxes, deficit

The House and Senate approved separate versions of deficit-reducing legislation, leaving differences to be resolved in conference after Congress returns from its spring recess.

In the tax area, the House approved measures that will bring in an estimated $49.2 billion of new revenues over the next three years—partly by closing some tax loopholes and partly through temporary excise taxes which the AFL-CIO criticized as falling heaviest on workers.

The federation nevertheless supported the overall House bill, which was taken up under a no-amendment procedure.

On a companion deficit reduction bill, involving cost savings mandated by the budget resolution it passed, the House buckled under pressure from the American Medical Association and scuttled a provision to hold down Medicare costs.

It rejected by voice vote a proposal backed by the House Ways & Means Committee for a one-year freeze on physician fees paid by Medicare along with a requirement that doctors accept Medicare rates as "payment in full" for treating hospital patients.

Cuts that were adopted included limits on cost-of-living adjustments in pensions of federal, civilian and military personnel under the age of 62. The resolution did, however, expand Medicaid coverage for maternal and child care for the poor.

The Senate tax bill was slightly under the House version in total amount, but it included several labor-opposed revenue losers.

Among the plus factors were provisions similar to the House version curtailing various tax-shelter abuses and partially correcting some of the special-interest giveaways enacted in the early years of the Reagan Administration. The House did, however, reject by a 57-38 margin an attempt to delay tax indexing for three years, which would have raised an additional $51 billion in revenue.

Costly bills

The labor-opposed revenue-losers included:

- A new program of foreign sales corporations (FSCs), which would have many of the disadvantages of the domestic international sales corporations (DISCs) that it is intended to replace. Both involve tax advantages for overseas operations of U.S. firms. The AFL-CIO's position is that "such tax gimmicks cost billions in revenue but provide no meaningful benefit in terms of improved trade performance or increased unemployment."

- The Enterprise Zone plan of tax and regulatory benefits proposed by the Administration as an incentive to businesses to locate in depressed urban areas. The AFL-CIO's position is that the enterprise zones won't create any additional jobs and will drain the Treasury of revenues that could be used to directly fight urban problems.

- An extension of the so-called Targeted Jobs Tax Credit, which the AFL-CIO said has not generated jobs or been of real help to anyone other than employers who get a tax windfall.

- A further expansion of the deductions allowed for individual retirement accounts that are primarily beneficial to affluent households.

During consideration of the bill, a labor-supported amendment by Sen. John Heinz (R-Pa.) to provide a program of continued health insurance for workers who lose their jobs was beaten, 57-39. **(Rollcall, Page 14.)**

The Senate is scheduled to take up a spending reduction bill after the Easter recess, with battles likely over proposals for limits on both defense and non-defense spending.

Coors connection brews questions

Continued from Page 1

and President Reagan have been longtime personal and political friends of Joseph Coors, a major contributor to right-wing political causes. Coors beer has been on the AFL-CIO boycott list for its union-busting tactics in breaking a strike by its workers.

Kennedy asked Senate Committee Chairman Orrin G. Hatch (R-Utah) to schedule "a full and immediate investigation of an apparent pattern of favoritism shown by top officials of OSHA toward companies they are charged with regulating and, in particular, toward the Coors family company."

As further evidence "that favoritism may have become a way of life at OSHA," Kennedy noted the agency's dealings with the Kansas City construction company that Auchter now heads. He suggested that Auchter may have been "directly involved" in the decision by OSHA to drop $12,600 in proposed penalties against the B. B. Andersen Cos. "for serious and willful safety violations."

Kennedy said the Senate committee, which has jurisdiciton over the federal job safety agency, has an obligation to determine "if OSHA officials are engaging in a pattern of favoritism toward businesses they regulate."

Mondale lead stretches with Missouri win

Walter F. Mondale increased his delegate lead in the Democratic presidential contest with a decisive victory in Missouri and pickups in several smaller states.

Missouri's precinct-level caucuses on Apr. 18, marked by big turnouts, assured Mondale of at least 50 of the 75 delegates who will be formally elected at the state Democratic convention in June. Eleven other spots will be filled by state party and elected officials, most of whom are Mondale supporters.

Gary Hart and Jesse Jackson were far behind. Hart's press secretary dismissed the Missouri results as "all labor," and in a Texas campaign appearance, Hart renewed his attack on Mondale's ties with labor's "special interests."

Missouri was the biggest delegate prize between the Pennsylvania primary the previous week and the May 5 Texas caucuses.

Hart's only consolation has been a modest win in Arizona. There, he claimed 17 of the delegates selected in caucuses to 15 for Mondale and one for Jackson.

The Colorado senator made the best of it, hailing the Arizona outcome as "a clear and decisive victory" that foreshadows other gains in the West.

Alaska switch

But in Alaska, Hart saw his lead in an earlier first-round caucus disappear in the second-round balloting. Not-quite-complete returns indicated that Mondale would end up with seven of the state's 11 delegates. And in North Dakota, where 14 delegates were chosen at a state convention, Mondale picked up six of the nine committed delegates.

Hart hopes to pick up a few more delegates in late April caucuses in Vermont and Utah. And Jackson is favored in the District of Columbia's May 1 primary. Tennessee will choose its delegates that same day.

Much more will be at stake in the May 5 caucus in Texas and in five-state delegate battles the following week.

California lecturers pick AFT in election

Berkeley, Calif.—Lecturers in University of California system selected the Teachers-affiliated University Council in a representation election.

The unit of 1,877 mostly part-time instructors, voted 702 for AFT to 447 for no union. The University Council is comprised of eight AFT locals on each of the system's campuses.

House panel approves ceiling on natural gas rate escalation

A bipartisan coalition of the House Energy & Commerce Committee mustered a 22-20 majority for a consumer-oriented natural gas bill intended to hold down home heating costs.

The measure, backed by labor and consumer groups, contrasts with the total decontrol of natural gas prices urged by President Reagan.

It would put a ceiling on the price escalation allowed by a 1978 law, which has been largely responsible for the sharp rise in heating bills that has taken place in recent years despite the existence of price controls.

It would also retain indefinitely the price controls Reagan has sought to abolish on what is known as "old" gas—from wells that were in production before Apr. 20, 1977. About 40 percent of the nation's natural gas production comes from these wells, although the ratio will be declining as supplies are exhausted.

Natural gas from newer wells would be decontrolled after Jan. 1, 1985, as provided under current law, but other provisions in the bill would encourage renegotiation of existing high-priced contracts for future delivery of gas to bring down prices.

The compromise that broke a committee deadlock was put together largely by Rep. Philip R. Sharp (D-Ind.) and Rep. Edward R. Madigan (R-Ill.), with strong encouragement from Committee Chairman John D. Dingell (D-Mich.).

Dingell and most other Democrats had supported a stronger bill that included a rollback in existing price ceilings, as did the AFL-CIO and allied consumer groups. But a test vote last November showed that it lacked a committee majority.

On the compromise, four Republicans joined 18 Democrats in supporting the bill. The opposition came from a coalition of Republicans and Democrats from states that are producers of oil and gas opposing it.

The consumer-labor alliance is looking to home-state resentment of apparent price-gouging on fuel costs to tilt Congress to action this year. The Senate last year defeated by one-sided margins both the Reagan Administration decontrol proposal and the price rollbacks sought by labor.

Focus on issues

Communications Workers President Glenn E. Watts warns the 200 delegates to the CWA legislative-political conference that if President Reagan is re-elected, he could appoint as many as five new Supreme Court justices—a move that could result in undermining basic protections of federal labor laws. Delegates voiced support for legislation on pension portability for Bell System workers and opposition to a measure deregulating the cable television industry. AFL-CIO Sec.-Treas. Thomas R. Donahue called on delegates to rally support for Walter F. Mondale.

Political action tradition traced to early years of labor movement

Continued from page 1

later became the American Federation of Labor, accepted a fundamental belief of its leader, Samuel Gompers, that labor must be non-partisan and independent of any political party. But that did not mean lack of interest in the political process or inactivity by workers and their unions.

● **The great Labor Day parade of 1882** in New York City, the first in the nation, saw thousands of union members carrying banners about the eight-hour day, the naming of a Labor Day holiday, and protests against poor housing and gouging landlords.

Over the years, the AFL consistently declined to endorse presidential candidates, but leaders of various unions were openly aligned with the parties or candidates of their choice. As Federation President Lane Kirkland recalls that period of labor history, unions had "substantial leverage, not control, but avenues by which we could convey our views." For the most part, Kirkland notes, the system worked. In the 20th Century, he has pointed out, that political system "gave us Franklin Roosevelt and Harry Truman and Jack Kennedy," not a bad record at all.

But sometimes that system didn't work. In 1924, following what the AFL called "two of the most reactionary" Congresses in history, the federation was appalled by the choice of nominees of the two major parties. The Republicans named Calvin Coolidge, who reveled in his success in breaking the 1919 Boston policemen's strike, and the Democrats nominated John W. Davis, a conservative corporation lawyer, the compromise candidate of a drawn-out convention deadlock between Gov. Al Smith of New York and William McAdoo of California.

Breaking with past practice, the AFL endorsed Sen. Robert ("Fighting Bob") LaFollette, candidate of the Progressive Party, a hastily put-together coalition of farm, labor and liberal groups which sought an alternative to the major parties' Tweedledum and Tweedledee. LaFollette polled a respectable 17 percent of the vote.

Simple support

In endorsing LaFollette, the AFL said "no other course can be pursued if we are to remain true to our convictions and traditions." Nevertheless, the federation emphasized its abiding non-partisan philosophy by declining to be identified with an independent or third party movement; the endorsement and support were simply that, and no more.

A somewhat different and more activist course was adopted by the CIO, which was created a dozen years later by a group of leaders of industrial unions. It endorsed and worked intensely for the re-election of Franklin Roosevelt in 1936 and again in 1940 and 1944. It took similar action on behalf of Harry Truman in 1948 and Adlai Stevenson in 1952, the last election before the 1955 AFL-CIO merger.

In 1943, with the political campaign of 1944 in view, the CIO made another break with past practice. Under the joint proposals of President Philip Murray, who headed the Steelworkers, and Sidney Hillman, president of the Clothing Workers, the CIO created its own Political Action Committee—the nation's first "PAC."

Slander campaign

The uproar from opponents of FDR was loud and continuing. In a campaign not unlike that of 1984 against labor as a "special interest," Republicans spread the story that Roosevelt had knuckled under to union labor by telling political associates to "clear it with Sidney." The slander campaign failed; FDR was re-elected, and the CIO had a permanent political action organization.

In 1947, the AFL — incensed at the passage of the restrictive Taft-Hartley Act over President Truman's veto and the "tragic failure of the 80th Congress"—decided the times had made imperative "the need for sound political education and effective political action by organized labor."

The AFL convention that year created Labor's League for Political Education. In 1948, LLPE and CIO-PAC helped mobilize the winning votes for the re-election of the underdog Truman and produced what the AFL called a "stunning defeat" for the "lavishly financed reactionary interests and their advocates in Congress." Truman, in his formal post-election statement, credited union members' votes with providing his margin of victory.

Following the 1955 labor merger, CIO-PAC and LLPE became a single entity: the AFL-CIO Committee on Political Education, or COPE as it is commonly known. COPE does not itself make political policy, but carries out the policy and program of the AFL-CIO. It endeavors to provide information to union members on the issues and the candidates and to persuade them to register and to vote.

In the years after 1955, it was the policy of the AFL-CIO to decide on a Presidential endorsement, if any, only after the two political parties had completed their conventions, adopted their platforms and nominated candidates. But in 1968 there was a widespread feeling among union people that the nomination of Hubert Humphrey, a liberal and outstanding senator, was essential if Republican candidate Richard Nixon was to be defeated.

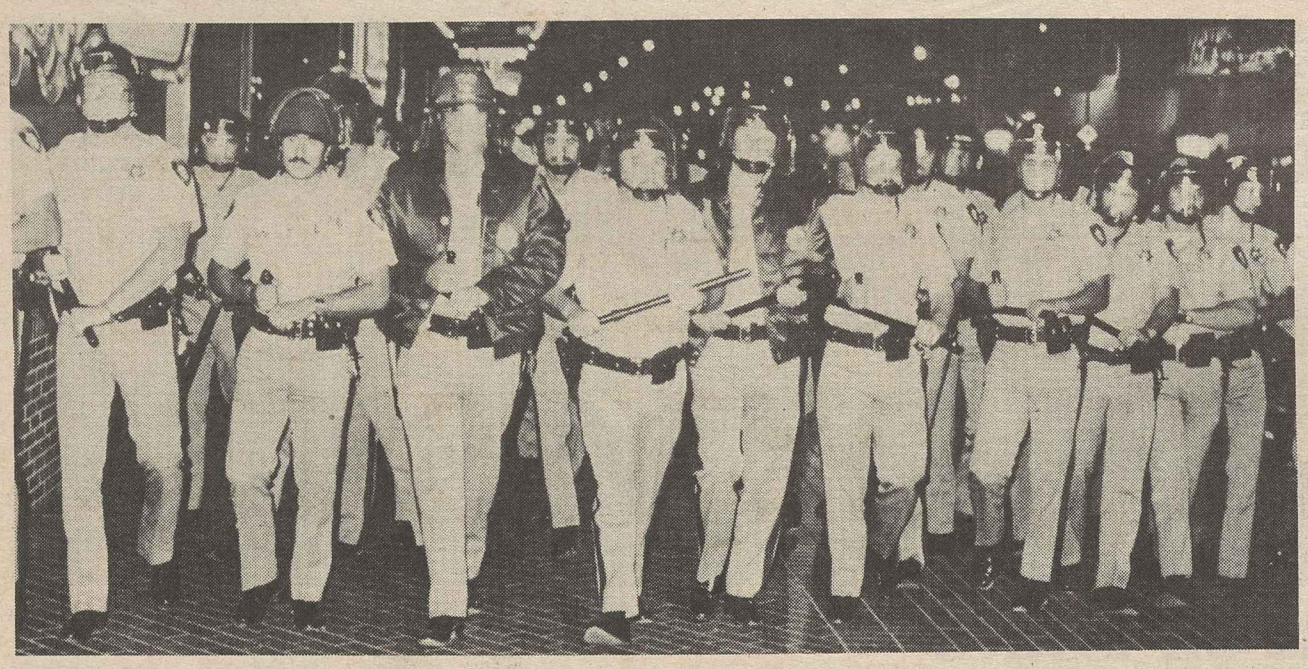
Humphrey effort

Kirkland recalls that after Lyndon Johnson's decision not to run for another presidential term in 1968, "we wanted Humphrey in that race. . . . I was involved with others in putting together a committee—a labor committee for Humphrey. It was an informal operation, but it had the blessing of George Meany (then the AFL-CIO president), or I wouldn't have been doing it. The members of our committee included every general officer of every affiliate of the AFL-CIO." The committee worked for Humphrey's nomination by the Democrats and continued to support his candidacy until the election—which Humphrey lost by a narrow margin.

Throughout the years, with changing tactics to deal with contemporary problems, the trade union movement has had one constant political philosophy—to decline to become a dependency, or an attachment, or an instrument of any national political party. That policy, however, leaves lots of room for flexibility and pragmatic judgments as to what course of political action will work best in a particular election. As in 1924, and 1936 and 1968, the AFL-CIO this year is functioning within its framework of organizational independence from political parties.

In the 1984 campaign, a great majority of unions and their members approved the AFL-CIO's early endorsement of Walter F. Mondale for President. No international union has endorsed any other candidate.

Back in 1982, Lane Kirkland, addressing a group of leaders of state federations of labor, talked about his hope for an early AFL-CIO endorsement of a presidential candidate and for united action in support. He told the union people: "God knows, we've tried everything else. Why don't we try a little unity?" This year, the unions have indeed been "trying unity."



Riot-equipped police advance on a silent vigil of strikers outside the MGM Grand Hotel in Las Vegas. About 80 demonstrators were arrested.

Vegas strikers press battle against union-busting hotels

Continued from page 1

Among those arrested was Robert F. Harbrant, president of the AFL-CIO Food & Allied Service Trades Dept. He was charged with criminal contempt and destruction of property and was later released.

HERE reported that the demonstrators were standing silently arm in arm on a sidewalk just outside the hotel when a large squad of police officers lined up in front of them and ordered them to disperse. When the demonstrators did not move, the police began making arrests.

MGM Grand, one of the largest hotels involved in the strike, was attempting to reopen a much pared-down version of its stage show "Jubilee" using scab labor.

Earlier, the hotel darkened its major showroom when Academy Award-winner Shirley MacLaine refused to cross picket lines.

HERE reported that since the strike began, about 400 persons have been arrested. Most of the charges have involved questions of the number of people permitted on picket lines by a court order.

Aid for strikers

The labor-wide effort to provide financial aid to the strikers was launched by the AFL-CIO on Apr. 17. In a letter to presidents of federation affiliates, Kirkland said the Executive Council had authorized a $20,000 contribution as a starter.

He charged that the hotel employers "have demanded sweeping changes in shifts and work rules which drastically alter established patterns. Aggressive use of hotel security guards inciting picket line violence and other management actions give every indication these employers are out to break the unions involved."

Kirkland asked affiliates able to help to send checks payable to the "AFL-CIO Strike Assistance Fund" to Federation Sec.-Treas. Thomas R. Donahue.

Thousands of union members joined demonstrations on Apr. 19 in Boston, Denver, Los Angeles, New York, San Francisco and Washington to show solidarity with the Las Vegas strikers and to protest incidents of violence against picketers. The rallies, organized by the Food & Allied Service Trades Dept., were staged outside offices of key investors in Hilton Hotels and MGM Grand, Inc.

Customers alerted

Last week, the AFL-CIO put the struck hotels on the federation's unfair list and urged affiliates to alert members planning visits to the city about the strike. HERE has also begun leafletting customers of Hilton Hotels, Holiday Inns and Ramada Inns in other cities, urging them not to stay at the struck hotels in Las Vegas.

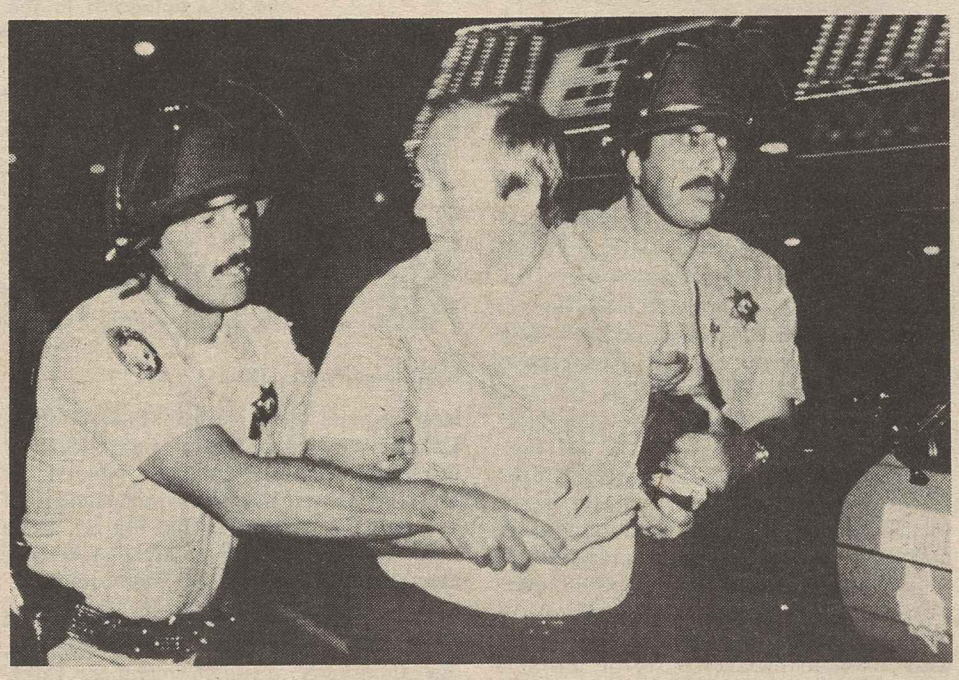
Las Vegas properties of the three big chains are the leaders of the Nevada Resorts Association.

Vincent Helm, executive director of the association, has been quoted as saying that because of "the national mood of the times toward unions" the employers chose this year to try to extract contract concessions such as a wage freeze and a slash in the guaranteed work week.

The HERE locals contend, however, that with current wages ranging from $6 to $10 an hour for non-tip workers and from $4.60 to $6.70 an hour for employees who also get tips, any cut in the guaranteed workweek will be a financial disaster for workers and their families.

In contrast, 24 hotels have come to agreement with the hotel unions on a new pact that will raise pay an average of $1.91 an hour over the four-year term for both tipped and non-tipped workers. The health and welfare programs were improved in those contracts covering some 15,000 workers.

At press time, the unions were called to the bargaining table where the Hilton hotel chain presented a new proposal.



President Robert F. Harbrant of the AFL-CIO Food & Allied Service Trades Dept. is taken into custody during the silent vigil.

Louisiana labor spurs action to revitalize state's economy

Baton Rouge, La.—Louisiana's worst financial crisis in 20 years requires "drastic action" to get the state moving again and to provide needed services for its citizens, the State AFL-CIO declared at its 29th annual convention here.

A convention resolution fixed blame for the crisis on the policies of the Reagan Administration and outgoing Republican Gov. David Treen, charging they had failed to properly fund federal and state programs for children, the elderly, sick, poor, handicapped, and the unemployed.

Gov. Edwin Edwards, who returned to office last month after soundly defeating Treen, promised an effective jobs program and revitalization of programs that had severely degenerated under his predecessor's administration.

Edwards also pledged to make long overdue pay raises possible for state employees, improve Louisiana's public education system, and make improvements in highways, bridges, and other services for the public.

The convention noted that the state's economic crisis had sent Louisiana's unemployment rate to a level far above the national rate. The February jobless rate was 9.8 percent, with levels of 15 percent in some areas such as Lake Charles. Hardest-hit industries are manufacturing and construction.

State tax action

At a special session on the opening day of the three-day convention, the state legislature voted to raise $735 million through increased gasoline, sales, and hazardous waste taxes, effective July 1.

The 600 convention delegates adopted 49 other resolutions, including measures supporting a pay raise of at least 10 percent for all state employees, more equitable unemployment insurance benefits, and adequate workers' compensation benefits.

In another resolution, delegates charged that the state's so-called right-to-work law enacted in 1976 has wreaked havoc with Louisiana's economy, causing thousands of out-of-state workers and hundreds of out-of-state contractors to move into the state, lowering contract prices and wage rates and creating heavy unemployment and bankruptcy of many contractors and suppliers.

"Not a single new industry has been brought to Louisiana because of this infamous law," the measure said. A labor-endorsed bill to repeal the RTW law already has been prefiled in the state senate, which convenes this month.

The convention delegates re-elected Victor Bussie and Gordon Flory as president and secretary-treasurer, respectively.

Speakers included Sen. J. Bennett Johnston, Jr. (D-La), Rep. Lindy Boggs (D-La.), and a number of state officials.

Bills pushed to bolster rights laws

Continued from page 1

sign on after Congress returns from its Easter recess.

With several committees sharing jurisdiction over the subject matter of the legislation, a measure introduced near the halfway mark of the second session of Congress normally would have little chance of enactment. But supporting groups have made clear that its passage is the highest priority on the civil rights agenda and both House and Senate hearings have been tentatively scheduled for May.

The bills would clarify the language of three other civil rights measures in addition to Title IX of the 1972 education law that was the subject of the Supreme Court decision. They are:

- Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color or national origin in any program or activity receiving federal financial assistance.
- Sec. 504 of the Rehabilitation Act of 1973, which bars discrimination against the handicapped in federally aided programs and activities.
- The Age Discrimination Act of 1975, which has a similar prohibition against discrimination based on age.

Language change

By changing the term "program and activities" in all four statutes to "recipients" and by including an appropriate definition, the legislation would overcome the narrow interpretation adopted by the Supreme Court and the Reagan Administration.

Kirkland expressed the AFL-CIO's strong support for the legislation which, he said, "would restore to full effectiveness" the four civil rights statutes weakened by the Supreme Court decision.

"Discrimination is wrong, whether it's based on race, sex, physical handicap or age," Kirkland stressed.

When the federal government gives financial assistance, whether to states or public or private institutions, it must be conditioned on "an enforceable obligation not to discriminate," Kirkland said. The only "proper standard," he insisted, is that an entire institution or government entity must adhere to the nondiscrimination standard when any of its component parts receives federal funds.

At the bipartisan Capitol Hill news conference announcing the introduction of the legislation, Republicans present said they did not know whether the Reagan Administration would actively oppose its passage —and implied they did not much care.

The bill will pass overwhelmingly "with or without Administration support," Packwood predicted.

Kennedy was likewise optimistic. The legislation, he said, will "send a message to the White House that the bipartisan coalition on civil rights is alive and well in Congress."

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UNEMPLOYMENT

STILL A KEY ISSUE

By Markley Roberts

Unemployment is still high in 1984: nearly 9 million American workers are recorded officially as jobless — but millions more workers are suffering lost jobs, lost worktime, and lost earnings.

The costs of unemployment in human terms and in economic terms are tragic and wasteful.

In spite of the 1983-1984 expansion of the U.S. economy — which has cut the number of jobless by 3 million — there are 2 million more people out of work than there were when President Reagan took office. There are still 2.7 million more people without jobs now than there were in 1979, and average duration of unemployment is 18 weeks — more than four months.

But official unemployment statistics don't tell the full story.

Almost 1.3 million "discouraged" workers don't get counted when they stop looking for jobs that don't exist. And another 5.5 million workers who want full-time jobs and full-time paychecks are working only part-time.

So, more than a year after the worst of the Reagan recession, at least 15 million working men and women are still suffering lost jobs and lost income as a result of unfair, job-destroying economic policies put into effect over the past three years by President Reagan.

Full employment — a good job at decent pay for every American willing and able to work — remains a distant dream in 1984.

Workers' Families Suffer

Millions and millions of American workers and their families have suffered lost jobs, lost income, lost security, and lost dignity as a result of the Reagan Administration's economic policy disasters.

In 1981 there were 23 million workers — 20 percent of all persons who were in the labor force during the year — who were hit by unemployment.

In 1982 more than 26 million workers — 22 percent of all persons in the labor force — suffered unemployment some time during the year.

Even with the improvement in the economy in 1983, it is likely that 1983 will show 24-26 million workers hit by unemployment some time during the year and 1984 will show 22-24 million jobless for part of the year.

Human Costs of Unemployment

Few of us can grasp the huge size of the nation's unemployment problems measured in millions of people and billions of dollars worth of lost production. These millions and billions numb the mind and erase the fact that these numbers represent real flesh-and-blood people. To these people and to their families, unemployment is a personal human tragedy.

Huge economic losses result from the poor performance of the U.S. economy and from the never-to-be-retrieved waste of human resources during the Reagan years. The Congressional Budget Office estimates the 1981-1984 gap between actual production and potential production at almost $500 billion worth of lost goods and services. This is a loss of more than $2,000 per man, woman, and child in the United States.

And every 1 percent of unemployment, every 1 million workers without jobs, is costing the federal treasury $30 billion — $25 billion in lost taxes and $5 billion in additional unemployment compensation and extra welfare costs. So high unemployment is bad for the federal budget.

The human costs of unemployment are even more startling. The bottom line on recession-depression, joblessness, and poverty is human misery.

It's small consolation to people who want steady work that unemployment compensation and welfare offer temporary, partial, limited relief. But most unemployed workers receive neither unemployment compensation nor welfare. These traditional "safety net" protections have been seriously cut and weakened by Reagan Administration budget cuts.

How to put bread on the table? That's one worry for the jobless worker. But also there are mortgage payments, medical and dental bills for themselves and their children, and all the other bills that are coming in. Most workers are in debt for their homes, cars, refrigerators, television sets and other appliances. So the fear of unpaid bills haunts unemployed workers and their families.

The wider human and social dimensions of unemployment can be seen by looking at some key social indicators. For example, high unemployment raises death rates and infant mortality, and increases the incidence of cardio-vascular and kidney diseases, cirrhosis of the liver, suicides, homicides, admissions to mental hospitals, child abuse, family breakdowns, drug addiction, crime and imprisonment.

Dr. Harvey Brenner of Johns Hopkins University, in a study for the Joint Economic Committee of Congress, found more heart ailments, more suicides and murders, more crime, more mental and physical diseases as a result of periods of recession and high unemployment.

The Brenner study found that a 1 percent sustained rise in unemployment was accompanied by 5.7 percent more murders, 4.1 percent more suicides, 4 percent more prison admissions, 3.4 percent more state mental hospital admissions and 1.9 percent more deaths from cirrhosis of the liver and cardiovascular and kidney diseases.

Shock of Job Loss

Social and community problems as well as personal and family problems are clearly direct results of high unemployment.

The National Advisory Council on Economic Opportunity discussed these issues in detail and noted the "crippling impact" of unemployment on a work-

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The author, Markley Roberts, is an economist on the staff of the AFL-CIO Department of Economic Research

er's self-respect, particularly among those in low-level jobs.

"Losing a job can set in motion a vicious cycle of other personal catastrophes that are much more difficult to handle for people who lack both the material and the emotional resources that a decent, stable job provides," the council observed.

"Unemployment represents the loss of one of the most important social ties — the connection to the workplace — that can help cushion the impact of personal crises. The effect is intensified if job loss and searching for new work necessitates a change in residence or a break in ties with friends, relatives and the community. Even if the loss of a job does not force relocation, it involves the diminishing of social ties with friends and former associates. The unemployed may fear rejection, want to hide their lowered status, or feel too humiliated by their loss of income and loss of opportunities to maintain their personal relations with others.

"Unemployment and compounded impact of joblessness on an individual's personal life serve to isolate the victims from the social ties and family support they need most. It sets in motion a cycle of deprivation and multiple crises."

Characteristics of the Jobless

Who are the unemployed?

One of every 15 workers is without a job in early 1984, according to the monthly report from the Labor Department's Bureau of Labor Statistics.

Almost half the jobless are men aged 20 years and over.

Women aged 20 years and over make up about one-third of the unemployed.

Youths aged 16 to 19 years account for about one-fifth of the total number of jobless workers.

Unemployed men, 20 years and over, numbered 4.1 million. Unemployed women aged 20 years and over totaled 3.1 million. There were 1.6 million jobless teenagers.

Of the 8.8 million officially listed as unemployed, 71 percent or 6.6 million were white, 22 percent or 2 million were black, and 7 percent or 733,000 were Hispanic.

Black, Hispanic, and teenage workers have particularly serious job problems. One of every six black workers is jobless and one of every nine Hispanic workers is unemployed. Over the course of a year, one of every three black workers and one of every four Hispanic workers experiences some unemployment. Among youths, one of every five teenagers and one of every two black teenagers is unemployed.

Blue-Collar, White-Collar

One of every eight blue-collar workers and one of 10 service workers were jobless — but only one of 20 white-collar workers was unemployed.

The lowest unemployment, 2.4 percent, is among white-collar managers and professional specialists. The highest unemployment by occupation is among construction workers.

By industry, construction has the highest unemployment rate with one of seven workers jobless. In this industry the typical worker even in good times gets only 1,400 hours of work a year.

Manufacturing shows the ups and downs of the business cycle, particularly in heavy or durable goods manufacturing industries. In 1979 there were 21 million wage and salary workers in manufacturing. In December 1982, the bottom of the recession, there were only 18 million. By early 1984, employment in manufacturing was up to 19.5 million, still 1.5 million jobs below the 1979 level.

And jobs in manufacturing in March 1984 were 807,000 below the level of July 1981 when the Reagan recession began. Another 131,000 jobs were lost in mining and construction.

The changing structure of industry employment is reflected in the loss of jobs in these goods-producing industries and the gain in service-producing industries.

The biggest service-sector job increase from July 1981 to March 1984, some 1.7 million jobs, came in the personal and business services industry. Another 576,000 jobs were created in retail and wholesale trade, finance, insurance, and real estate.

Humphrey-Hawkings Goal

The Humphrey-Hawkins Full Employment & Balanced Economic Growth Act of 1978 expressed this nation's commitment to cutting unemployment to 4 percent by 1983. But in early 1984 joblessness was about double that promised goal.

In the 1960s, civilian unemployment was down to 3.5 percent in 1969.

In the 1970s, unemployment stood at 5.8 percent in 1979.

The Reagan years have produced a serious worsening of joblessness. In 1981 unemployment rose to 7.6 percent. By the end of 1982 civilian unemployment rose to 10.7 percent, almost 12 million people, the highest unemployment of the post-World War II years and the highest since the Great Depression of the 1930s.

Unemployment High Through 1980s

A shortage of jobs is expected to continue through the 1980s in spite of a slowdown in population growth and slowdown in labor force growth and in spite of the 1983-1984 increase in employment.

In early 1984, out of a civilian labor force of 113 million, there were about 9 million workers without jobs. By contrast, in 1978 there were 6 million jobless workers out of a labor force of 102 million.

The AFL-CIO Committee on the Evolution of Work warned in August 1983 that the job shortage in the United States is getting bigger and bigger, that unemployment is getting higher and higher and staying higher and higher.

The existence of a persistent job shortage, resulting in a permanent pool of 4 to 6 million unemployed workers without a constructive economic role, threatens the stability of America's economic, social and political institutions, the AFL-CIO Committee warned.

The Reagan Administration's optimistic scenario is projecting a drop in unemployment over a five-year period to 5.8 percent in 1989 — the same unemployment rate as it was in 1979 before President Reagan took office.

A more pessimistic — also more realistic — view from the Congressional Budget Office projects a slower decline to 6.5 percent in 1989. This CBO projection is based on the assumption that there will be no new recession and that there will be continued economic growth for the rest of the 1980s.

The odds are that unemployment will continue high through most of the 1980s. And with a growing labor force, each 1 percent of unemployment will represent more jobless workers, close to 1.3 million in 1990.

Even these horrendous forecasts still fall short of the total impact of unemployment. They do not include hidden unemployment, discouraged workers, and lost earnings of workers cut back to part-time work when they want full-time 1 jobs.

And these forecasts don't include the many billions of dollars worth of lost production of goods and services.

Poverty in America

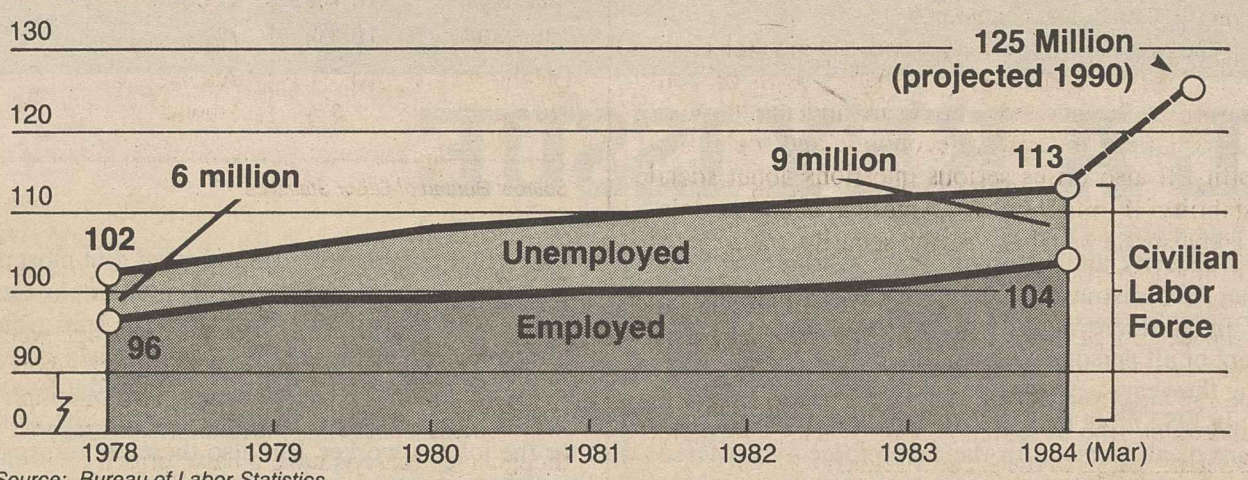
Unfortunately, recession-depression and unemployment push more and more people into poverty.

Poverty in America has increased during the Reagan years. More Americans are now living in poverty — 34 million — than at any time since poverty statistics were first collected in the mid-1960s.

The number of people living in poverty is up from 26 million in 1979 to 34 million in 1982 — a rise from 12 percent to 15 percent of the population. The Census Bureau reports that even if aid-to-the-needy programs like food stamps and Medicaid are

Employed and Unemployed

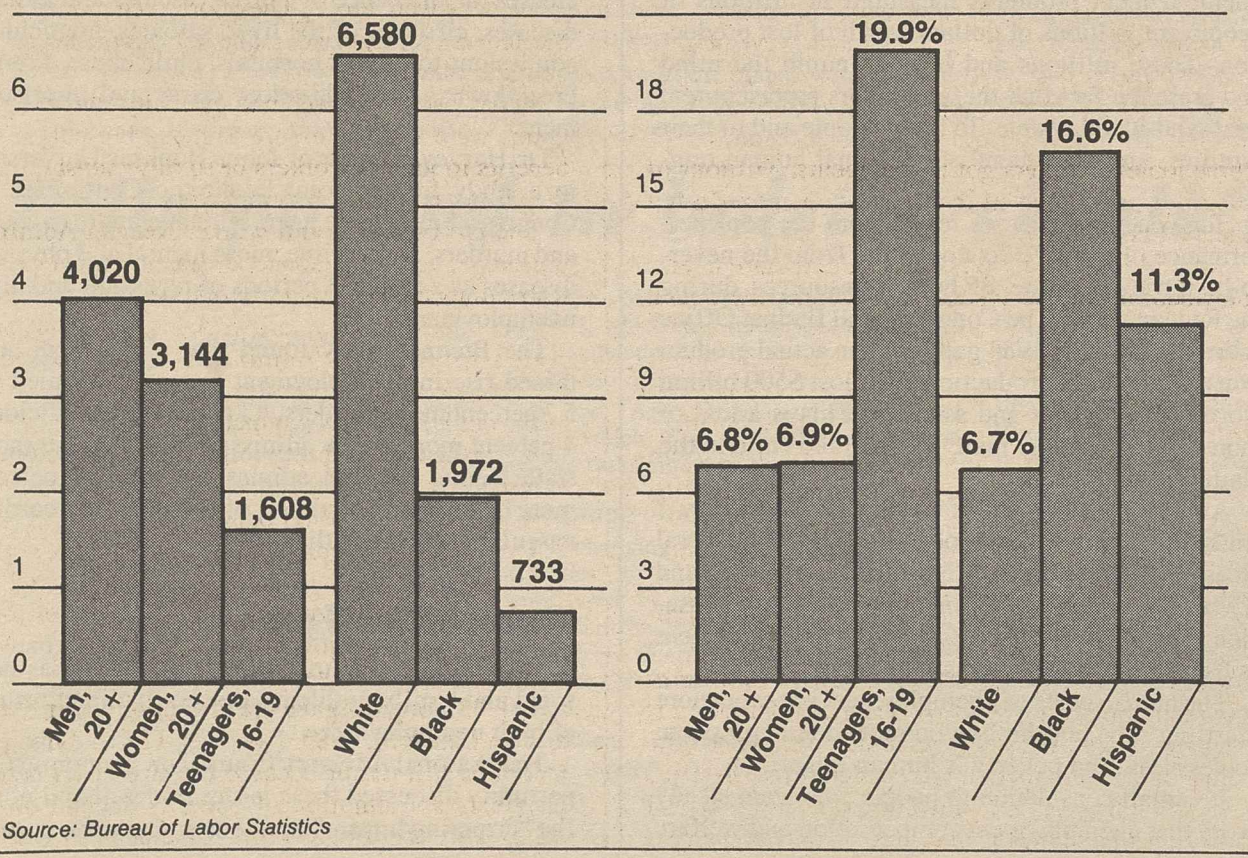
in Millions



Source: Bureau of Labor Statistics

Who Are The Unemployed?

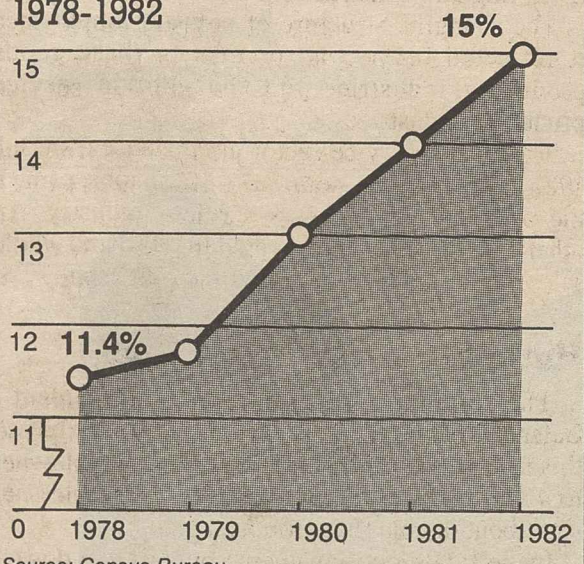
March 1984



Source: Bureau of Labor Statistics

Persons Below Poverty Line

as a percent of total population 1978-1982



Source: Census Bureau

counted as income, poverty still went up more than 25 percent from 1979 to 1982.

The 1981-1983 Reagan recession-depression sharply increased unemployment and poverty to the highest levels since the Great Depression of the 1930s. At the same time, President Reagan's merciless attack on federal social welfare programs — including unemployment compensation, food stamps, and Medicaid — resulted in drastic cutbacks in aid for unemployed and needy people.

America's middle class has suffered. The buying power of the average worker's paycheck is lower now than it was in 1979. The middle-income class has gone down from 55 percent of the population in 1978 to 40 percent in 1983, according to studies by Maryland economist Stephen J. Rose.

At the same time that the ranks of the middle class are getting smaller, Rose says, the percentage of low-income Americans who live in poverty and those who live below the "low-budget" line — based on Bureau of Labor Statistics standards — has gone up from 30 percent in 1978 to 40 percent in 1983.

Inequality of income has increased partly because of President Reagan's help-the-rich tax policy and partly because of Reagan's attacks on social programs and job programs that help low and middle-income Americans. A recent Urban Institute study by Frank Levy and Richard Michel found that disposable income of the poorest 20 percent of American families actually fell by 9 percent from 1979 to 1984, whereas disposable income of the richest 20 percent of American families was not eroded at all during this period.

A Decent, Living Wage

Workers should earn enough to achieve a decent minimum level of living for themselves and their families.

The decline of jobs in manufacturing and the increase of jobs in the service sector have significant implications for earnings and income and decent levels of family life. In 1983 average weekly earnings in manufacturing were $354. By contrast, weekly earnings averaged $265 in finance, insurance, and real estate, $237 in personal and business services, and $207 in wholesale and retail trade.

Thus, the shift of employment from the goods-producing sector to the services-producing sector of the U.S. economy is shifting the distribution of employment from higher-paying jobs to lower-paying jobs.

In the 1970s, about 90 percent of all new jobs added to the economy were in predominantly lower-paying service occupations. By 1990, service industries will employ 72 percent of the labor force, about 90 million workers. And job growth in the 1980s will be biggest in traditionally low-pay, high-turnover jobs in sales, clerical, janitorial and food service work. Too often these jobs don't have career ladders leading to higher-skill, higher-pay jobs.

Thus, the changing industrial and occupational mix will bring a relative lowering of the overall wage base and a debasing of the nation's wage structure. Under the current wage system for valuing workers' contributions, there are going to be a lot of poor working people. Society must accept the idea that the people in these traditionally low-pay jobs must get a decent, living wage.

To restore the buying power of the minimum wage to the last time the minimum wage was changed by Congress would require a $4.20 minimum wage, rather than the $3.35 an hour that has remained frozen for nearly three years. It is time to remedy that situation.

Until about 1960, most people thought a worker's wage or salary should be adequate to support a family. But that condition has disappeared. Real wages, the buying power of the worker's paycheck, have fallen.

The average worker earning $280 a week has only $14,600 for 52 weeks of work — far below the $16,000 a year required for an austere life for a family of four. Even with two earners, families have problems reaching the $26,000 income required for moderate, non-luxury living for a family of four. Even a $10,000-a-year, just-above-poverty level of living for an urban family of four would require full-time, year-round work at $5 an hour — 50 percent above the present federal minimum wage.

Two-Tier Work Force

As computers and robots take over more functions in the office and the factory, a two-tier work force is developing. At the top will be a few executives, scientists and engineers, professionals, and managers, performing high-level, creative and fulfilling, high-paid, full-time work in a good environment. At the bottom will be low-paid workers performing relatively simple, low-skill, dull, routine, high-turnover jobs in a poor work environment, jobs often part-time and usually lacking job security and opportunities for advancement.

Between these two major tiers will be fewer and fewer permanent, well-paid, full-time, skilled, semi-skilled, and craft production and maintenance jobs which in the past offered hope and opportunity and upward mobility to workers who start in low-paid entry-level jobs. Many middle-level management jobs will also be gone.

The loss of middle-level, good-pay jobs raises serious questions about inadequate growth of consumer buying power in the future and about loss of opportunities for upward economic and social mobility. It also raises serious questions about social stability if middle-class America becomes relatively smaller and has less job security and lowered income expectations.

One key answer is to raise the minimum wage to a decent living wage and to enforce the Fair Labor Standards Act so as to better protect workers at the bottom of the economic ladder — the working poor and those who suffer most from various forms of discrimination in the labor market.

Another key answer is recognition and support for unions and collective bargaining as an essential part of achieving fairness in income distribution by pressing for better wages and salaries and other job-related benefits for America's working people.

Unemployment Insurance

In the 1973-75 recession, two out of three unemployed workers got unemployment insurance benefits to cushion loss of earnings and income.

Those who didn't get UI payments were mainly those newly entering the labor force — or those re-entering after a period out of the labor force.

In the 1981-1983 Reagan recession, only one out of three jobless workers got UI payments. Millions of long-term unemployed men and women exhausted their UI benefits.

The original intention of the federal-state unemployment insurance system set up under the Social Security Act of 1935 was that UI benefits would be the first line of defense for workers who lose their jobs through no fault of their own. UI would help replace lost family income and maintain consumer buying power. Funds for UI payments come from small payments by employers into state UI trust funds.

The usual duration of state unemployment compensation is 26 weeks. Even with this limited compensation, jobless workers often suffer an immediate loss of income since most states require a "waiting week" during which no benefits are forthcoming. Even if a week's worth of compensation is "rebated" later, the delay seriously diminishes the value of UI benefits that are needed immediately.

And UI benefits are low. The average weekly UI benefit payment in 1983 was $120 — only 40 percent of average weekly wages in industries covered by the UI system.

Benefits should be two-thirds of average weekly wages. The purpose of maintaining UI payments at a decent, minimum living standard is not simply to help jobless people for humanitarian reasons, although such reasons have a basic priority.

Adequate UI payments also help the economy by maintaining consumer buying power in time of recession. Therefore the 35 percent drop in buying power of UI benefit payments to long-term jobless workers from 1975 and 1976 to 1982 and 1983 was bad for the U.S. economy as well as morally wrong in loading still more hardship on needy people.

The Reagan recession with its large-scale, long-term unemployment seriously strained the federal-state UI system. State UI trust funds ran out of money and went broke. They borrowed money from the federal treasury to make UI payments as required by law.

To pay back borrowed money, many state UI programs were under pressure to make big cuts in UI benefits to jobless workers or to raise substantially the UI tax payments by employers.

The pro-business, anti-worker Reagan Administration, of course, demanded drastic cutbacks and restrictions on benefits for workers.

Cruel and punitive anti-worker restrictions supported by the Reagan Administration and passed by Congress forced many states to —

- cut UI benefits payments,
- make UI eligibility requirements much more restrictive, and
- cut duration of UI benefits.

The Federal Supplemental Compensation program (FSC) passed by Congress in September 1982 gave some income protection to hundreds of thousands of long-term jobless workers who exhausted regular or extended benefits.

In 1983 Congress gave the FSC program an extension to March 31, 1985. However, FSC income protection is still unfair because the size of UI benefit payments and duration of benefits depend on the state where the jobless worker happens to work or

Unemployment by State and Region

Percent in January 1984

	UNEMPLOYMENT %
NORTHEAST	**8.1%**
Maine	9.4%
N. Hampshire	5.3%
Vermont	7.2%
Mass.	7.3%
R.I.	8.0%
Conn.	5.3%
N.Y.	8.1%
N.J.	7.6%
Penn.	10.1%
SOUTH	**86%**
Delaware	8.3%
Md.	6.8%
D.C.	12.2%
Va.	6.0%
W. Va.	17.0%
N. Carolina	8.1%
S. Carolina	8.5%
Ga.	6.5%
Fla.	7.4%
Kentucky	11.7%
Tenn.	11.1%
Ala.	13.5%
Miss.	11.0%
Arkansas	10.7%
Louisiana	10.4%
Oklahoma	8.5%
Texas	7.3%

	UNEMPLOYMENT %
N. CENTRAL	**10.2%**
Ohio	10.3%
Ind.	12.0%
Ill.	10.7%
Mich.	12.8%
Wisc.	9.8%
Minn.	7.8%
Iowa	8.2%
Missouri	10.2%
N. Dakota	7.9%
S. Dakota	5.4%
Nebraska	5.8%
Kansas	5.8%
WEST	**9.1%**
Montana	10.4%
Idaho	8.9%
Wyoming	6.7%
Colorado	6.0%
New Mexico	9.0%
Arizona	6.3%
Utah	8.5%
Nevada	9.1%
Washington	12.3%
Oregon	11.6%
California	9.2%
Alaska	13.3%
Hawaii	5.7%

Source: Bureau of Labor Statistics

live. So workers in similar circumstances get widely different benefits.

Hours of Work

Hours of work should be reduced to provide more job opportunities.

The standard 40-hour workweek of the 1930s should be brought in line with the historic downward trend in hours of work. There is nothing sacred about the 40-hour workweek, just as there was nothing sacred about the 84-hour or the 60-hour workweek.

In the first 40 years of this century the average workweek fell from 60 hours to 40 hours. But the standard workweek has been unchanged now for almost 50 years.

Past and future gains from rising productivity make the reduced workweek affordable and justifiable and, indeed, necessary. To create more jobs and to increase leisure and to strengthen family life, a reduction of the workweek is in order.

Existing overtime pay requirements do not sufficiently deter employers from requiring frequent and continuing overtime work. This puts an excessive and unhealthy strain on currently employed workers and deprives unemployed workers of jobs. Raising the Fair Labor Standards Act overtime penalty can produce more leisure, more health, and more jobs.

Full Employment

The Humphrey-Hawkins Full Employment & Balanced Economic Growth Act of 1978 is a blueprint for recovery from recent economic disasters that have thrown millions of American workers out of their jobs.

Planning for full employment, as outlined in the Humphrey-Hawkins law, is based on the belief that all Americans are entitled to the freedom, dignity, and security that comes from having a job.

The law sets a national policy of promoting full employment. It calls for primary reliance on the private sector. Job creation activities should give priority to private sector jobs, then private sector jobs with federal assistance, then conventional public sector jobs, and finally last-resort government jobs.

Government as the employer of the last resort is a key component of the Humphrey-Hawkins law. When fiscal and monetary policies and existing employment and training programs fail to bring America to full employment, the Humphrey-Hawkins law says it is the responsibility of the federal government to become the employer of last resort.

The planning structure and the job-creation mandate of the Humphrey-Hawkins law offer a reasonable, practical, workable system for coordinating action to stimulate the American economy so that public and private-sector jobs will be available for all Americans who want to work.

The Humphrey-Hawkins full employment law builds on a long tradition of government action and job creation to fight unemployment and poverty.

In the Great Depression of the 1930s, one of every four workers was out of a job. In response to the urgent problems of unemployment and poverty, Franklin D. Roosevelt and a concerned Congress put into effect a variety of programs:

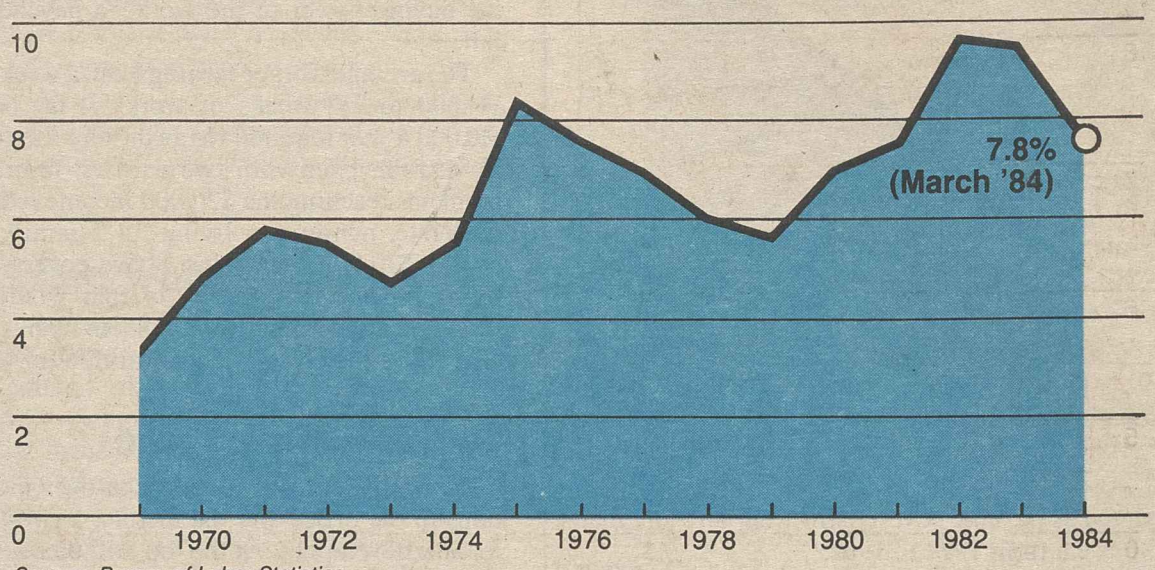
- The Civilian Conservation Corps, the first federal work and work-training program, put young men 18-25 years of age to work on conservation projects. The successful CCC program continued from 1933 to 1942.
- Federal Emergency Relief Administration began channeling federal financial aid in 1933 to hardpressed state and local governments to support public welfare and unemployment relief.
- Work Progress Administration — later Work Projects Administration (WPA) — from 1935 to 1942 enrolled able-bodied unemployed workers in public service jobs. Their achievements are national assets, including public parks, schools, literature and art.

Employment Act of 1946

After World War II, widespread fears of massive unemployment impelled Congress to pass the Employment Act of 1946. It gave the U.S. government the responsibility "to create conditions under which there will be afforded useful employment opportunities, including self-employment, for those able, willing and seeking to work, and to promote maximum employment, production and purchasing power."

Unemployment Rate 1969-1984

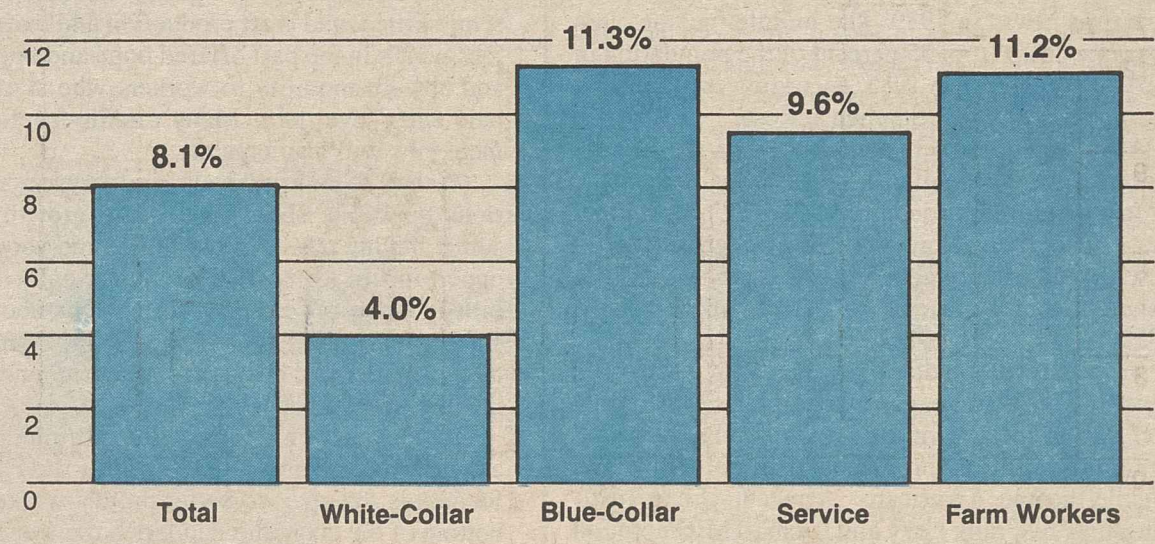
All Civilian Workers — Annual Averages



Source: Bureau of Labor Statistics

Unemployment By Occupation

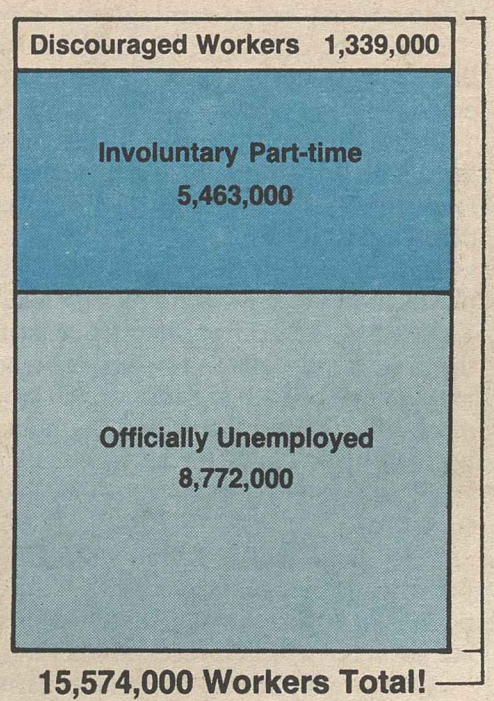
March 1984



Source: Bureau of Labor Statistics

Workers Suffering Job and Income Loss

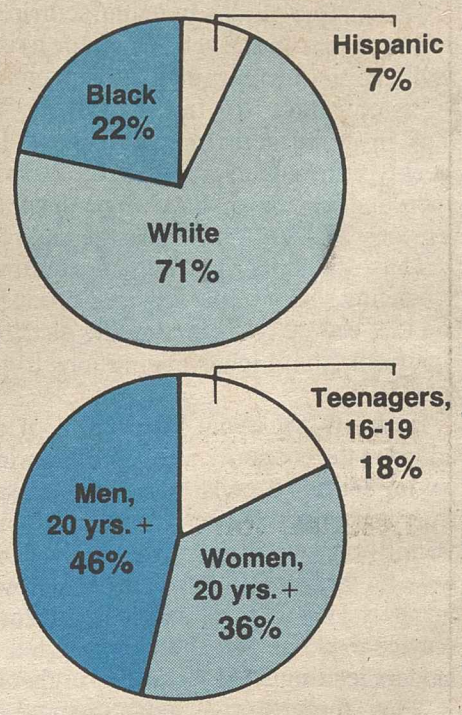
March 1984



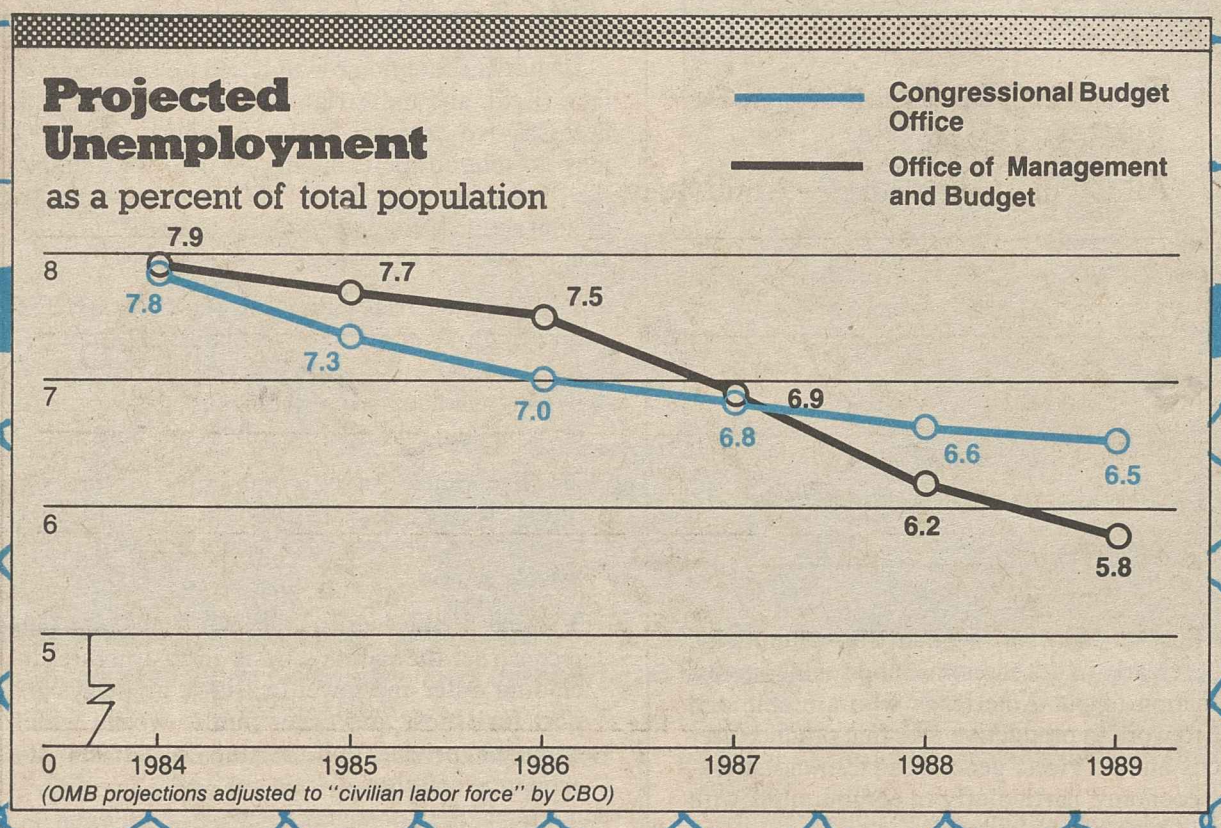
Source: Bureau of Labor Statistics

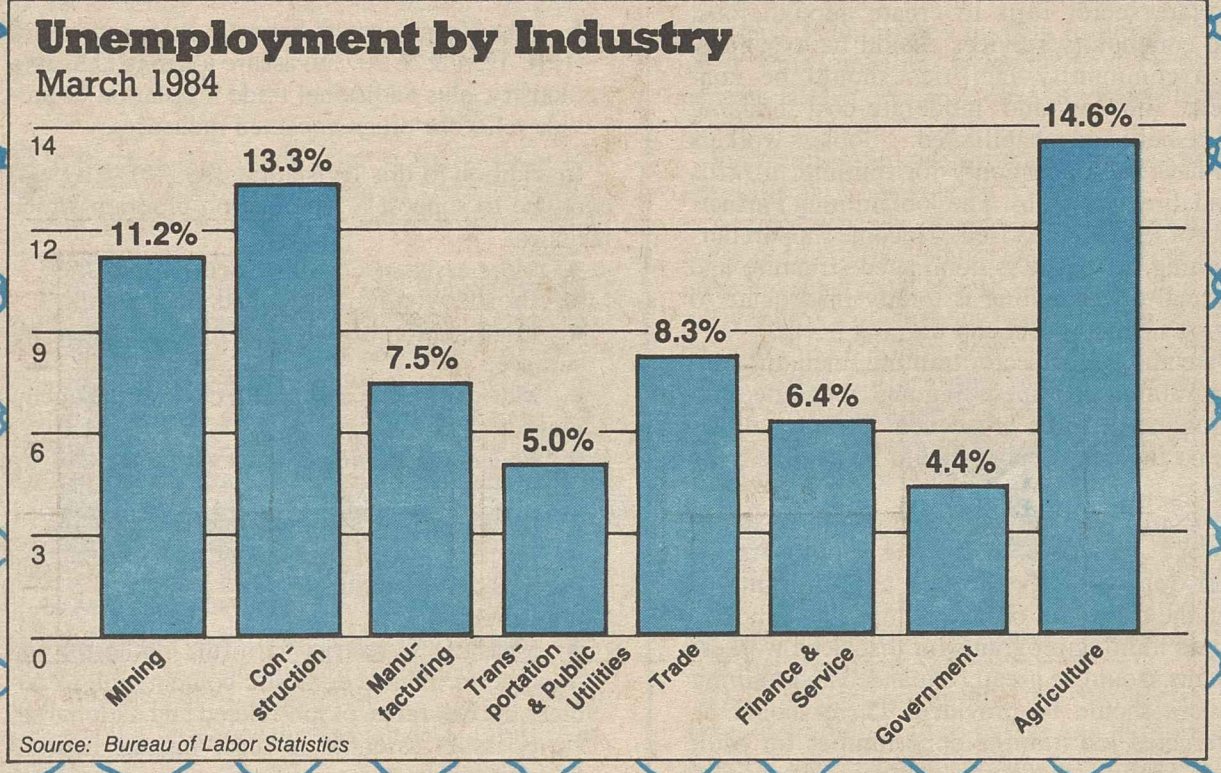
Percentage Breakdown of Unemployed

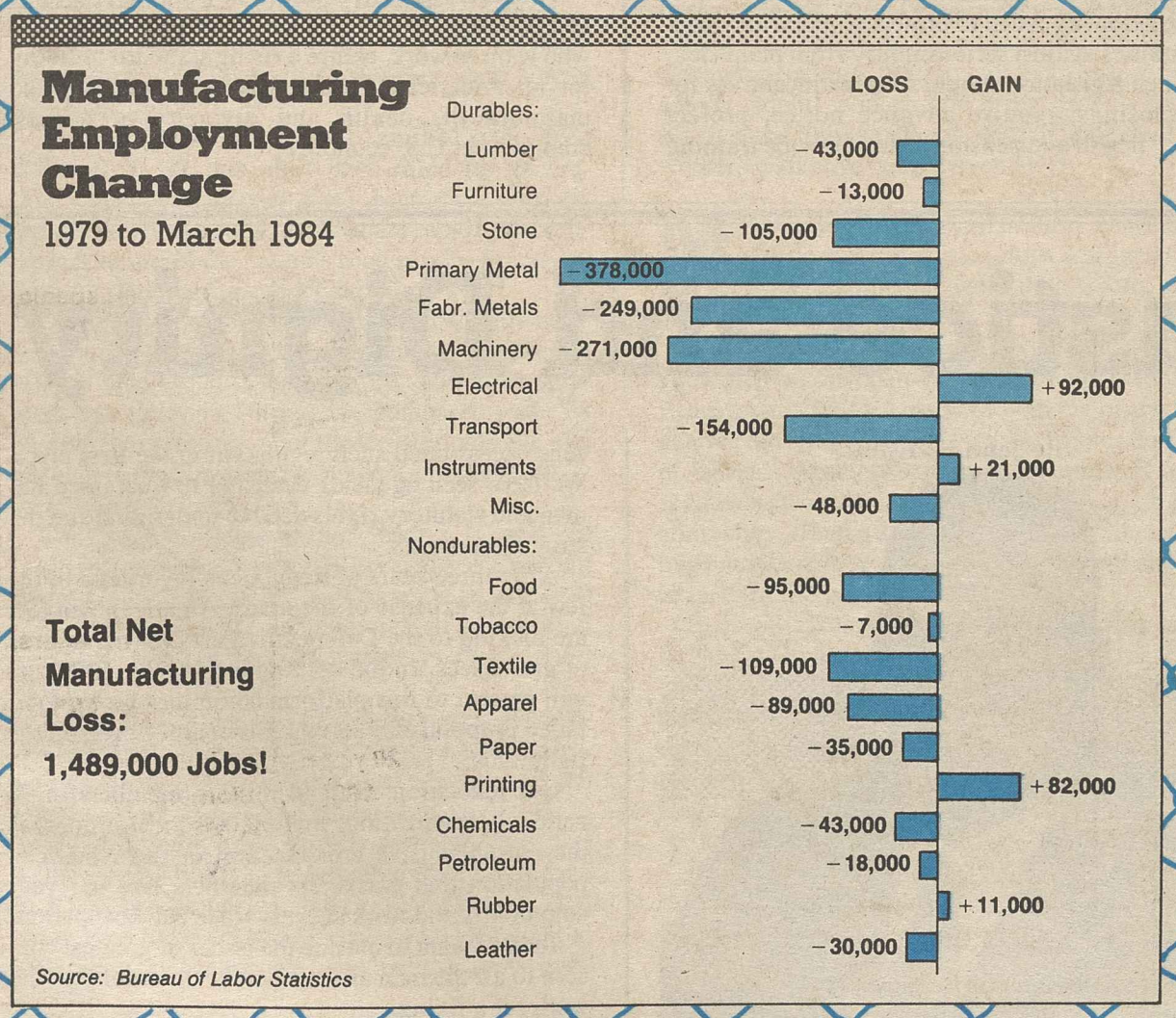
March 1984



Source: Bureau of Labor Statistics







The Employment Act of 1946 was a statement of good intentions — but it lacked the structure and the tools to turn the promise of "maximum employment" into a full employment reality.

In the 1960s, various programs were aimed at preparing workers for jobs and creating jobs for unemployed workers.

The Area Redevelopment Act of 1961 was designed to develop jobs and stimulate economic growth in areas of high unemployment. So was the Public Works Acceleration Act of 1962.

The Manpower Development and Training Act of 1962 was aimed at retraining skilled workers and giving education and training to unskilled, unemployed workers to prepare them for private industry jobs.

The Neighborhood Youth Corps, a work-training program for youths aged 16-21 years, was aimed at cutting school dropout rates and giving youths paid work experience. The Job Corps took disadvantaged youths into residential centers for basic education, vocational training and work experience.

Last-Resort Jobs Urged

In 1966 the Automation Commission — the National Commission on Technology, Automation & Economic Progress — called for a massive public service jobs program. "With the best of fiscal and monetary policies," the Automation Commission observed, "there will always be those handicapped in the competition for jobs by lack of education, skill or experience, or by discrimination. The needs of our society provide ample opportunities to fulfill the promise of the Employment Act of 1946: 'a job for all those able, willing and seeking to work.'

"We recommend a program of public service employment, providing, in effect, that the government be an employer of last resort, providing work for the 'hard-core unemployed' in useful community enterprises."

In response to the 1969-70 recession, Congress passed the Emergency Employment Act of 1971 to set up the first important public jobs program sponsored by the federal government since the 1930s. This public employment program (PEP) opened up a limited number of public service jobs in state and local governments.

In 1973 Congress passed the Comprehensive Employment and Training Act (CETA) to combine existing training and public service jobs programs and also to create more jobs in areas of high unemployment. As the 1973-75 recession got worse, Congress added a new emergency public service jobs program which eventually enrolled more than 800,000 workers.

In spite of many CETA accomplishments in providing jobs and training to unemployed and disadvantaged workers, the Reagan Administration pressed Congress for a reorganized system which would emphasize private industry-oriented training and jobs. The new Job Training Partnership Act of 1982 decentralized training responsiblities to business-dominated Private Industry Councils in the states and local communities.

Job Training Program

JTPA is not a jobs program; it is a training program. Unfortunately, JTPA is seriously underfunded, and it fails to provide for training allowances or stipends for workers who are taking training. As a result, many jobless workers who need and want training cannot afford to go into a training program because they must look for a job to put bread on the table right away.

With unemployment persisting at distressingly high levels in 1984, the labor movement is deeply concerned about the unparalleled need for appropriate job and training services to return the victims of the recession and of structural changes in the economy to productive employment. For this reason, strong labor participation in planning and providing these services is more vital than ever before.

The dramatic change in the nation's employment and training system resulting from enactment of the Job Training Partnership Act has wide-ranging implications for organized labor. The greatly diminished federal role under JTPA is of grave concern to labor. However, the state-run system established by the new law offers opportunities for labor involvement in planning and providing programs. JTPA also embodies certain labor standards and consultation rights which labor must be vigilant to protect. The AFL-CIO Human Resources Development Institute, with its broad experience and technical ex-

pertise, is working to help organized labor make the most of these opportunities and rights.

JTPA looks to the private sector — labor and management alike — to serve as a partner with government in planning and providing effective training services to disadvantaged and dislocated workers.

HRDI is continuing its work with labor organizations at the national, state, and local levels to develop employment and training services for dislocated, disadvantaged, unemployed, and underemployed workers.

In 1984 current and continued high unemployment threatens to tear apart the fabric of America's economic and social life. Without jobs and without adequate unemployment compensation benefits, many more millions of American workers will suffer still more hardship and personal tragedy.

Aid for the Jobless

To improve basic income support protection for jobless workers, the AFL-CIO is urging Congress to restore the protections which in the past have been an important part of the unemployment insurance system and to reject any further attempts to weaken the UI program.

Federal minimum benefits as recommended by the National Commission on Unemployment Compensation are needed. Until that goal is achieved, the AFL-CIO is urging states to remove harsh eligibility and disqualification provisions and to restore — and if possible increase — weekly benefits amounts and benefit duration periods.

The AFL-CIO is also urging Congress to enact a permanent program of federal supplemental benefits with a maximum duration of at least 65 weeks and either eliminate triggers or, at the very least, allow total unemployment rather than insured unemployment to be used as the trigger.

A system of federal UI reinsurance is needed to help state UI trust funds meet extraordinary costs of persistent high unemployment.

The AFL-CIO is urging federal legislation to require states to increase the taxable wage base to 65 percent of the average annual wage by 1990 and to give states flexibility in repayment of UI trust fund loans by the federal government in time of recession and high unemployment.

AFL-CIO Program for Jobs

Job-creating policies are needed to stimulate the economy and move the nation faster toward full employment.

The commitment to full employment set forth in the Humphrey-Hawkins Full Employment & Balanced Economic Growth Act of 1978 must be fulfilled. Full employment is a moral, social, political and economic imperative. Economic efficiency and productivity improve at higher levels of output.

To move America faster toward full employment and balanced economic growth, jobs must be created in the private sector and in the public sector for the millions of men and women who cannot find jobs. It is clearly in the economic and social interest of the nation to put Americans who are able and willing to work in productive jobs that produce useful goods and services, generate taxes, and stimulate the economy, particularly in communities with especially high unemployment.

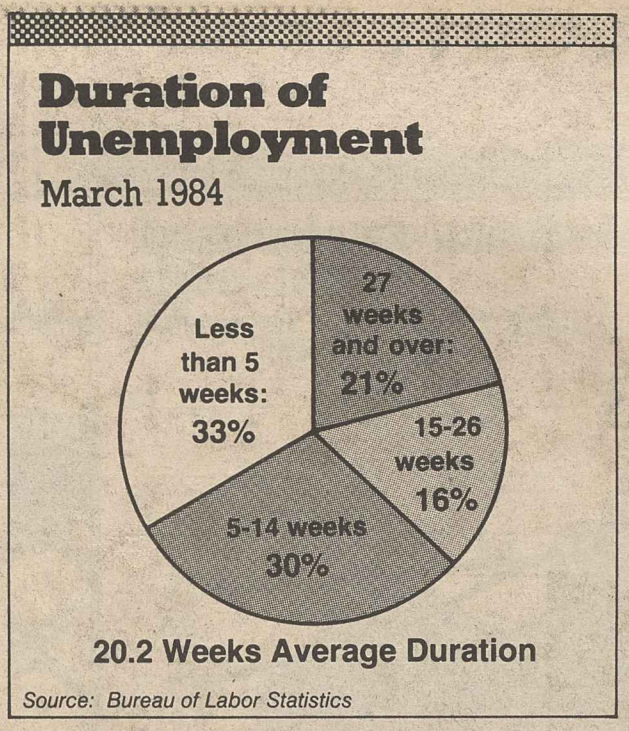
Direct, targeted and adequately funded public job programs are needed on a large scale when, as now, the private sector fails to create enough jobs. Needed community services should be expanded, planned community facilities should be constructed, and low-and moderate-cost housing should be built and rehabilitated. Jobless workers should have the opportunity for training in skills that lead directly to jobs. The Job Training Partnership Act of 1982 with its lack of income support during training, its business-dominated structure and its abysmal underfunding is totally inadequate to the nation's employment and training needs.

Private and public sector training, including on-the-job training and upgrading and apprenticeship programs, needs to be broadened. Training allowances and income support should be available for workers in training programs.

At the same time, the AFL-CIO continues to oppose wage subsidies to private employers — whether done directly through public grants or through the back door of tax credits.

Job and training programs for displaced workers and youths should be greatly expanded and training allowances should be provided. There should be more targeted job training opportunities for adult workers, including women and minorities, and other groups with special needs.

Legislation is needed to protect workers and local communities against serious injury from plant closings. Such legislation should stop tax incentives for plant closings, require advance notice, protect workers' health and pension rights, provide training for dislocated workers, assure union successorship, and provide other protections and assistance for workers and communities hit by plant closings.



1984 Agenda for Congress

Healthy economic growth based on sound monetary, fiscal, and industrial revitalization policies is necessary to achieve full employment. To create jobs, to rebuild the economy, to help workers and their communities, the AFL-CIO is pressing for prompt action on these pending bills in the 1984 session of the 98th Congress:

1. The industrial policy bill (H.R. 4360) to set up a high-level Council on Industrial Competitiveness and a Bank for Industrial Competitiveness to make loans and loan guarantees for modernizing and revitalizing American industry.

2. The House-passed community service jobs bill (H.R. 1036 & S. 1812) to provide public service jobs for workers who cannot find work in the private sector.

3. The public works bill (H.R. 2544), to help reconstruct the nation's basic infrastructure, including water and sewer facilities, highways and port facilities, and other public works which stimulate private, job-creating investment and economic activity.

4. The plant closing bill (H.R. 2847)to provide some protection for workers and local communities when industries shut down or move.

5. The House-passed domestic auto content bill (H.R. 1234 & S. 707) to assure a strong U.S. auto industry, plus additional trade legislation to provide relief for other impacted industries.

In addition to this legislation, the AFL-CIO will continue to support a job-creation program which includes:

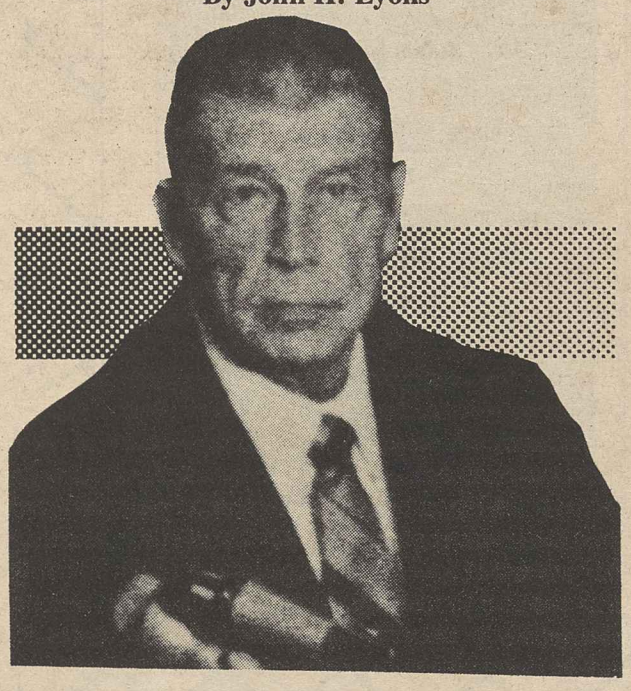
- More assistance for displaced workers;
- Broader youth training and placement;
- Continuation of extended unemployment insurance;
- Mortgage relief and health care for the unemployed;
- Reduction in interest rates with the aid of selective credit controls;
- Expanded low and moderate-cost housing;
- Meeting public investment needs through a fairer and more productive tax structure;
- Measures to restrict harmful, job-destroying imports, to require domestic content, and to address the full range of job-related and national security issues essential to resolving the nation's trade and investment problems.

The AFL-CIO will continue to work for programs and policies that will provide jobs for all Americans who want to work, assure a rising standard of living for all Americans, protect national security, and maintain the health and diversity of a full-employment U.S. economy.

For Jobs, Justice and Dignity

This article contains the AFL-CIO presentation at the initial hearings of the Democratic Party Platform Committee in Washington. Federation Vice President Lyons, who gave the testimony, is president of the Iron Workers.

By John H. Lyons



The Democratic Party has been most successful when it has been most inclusive, when it has stood most firmly for the equality of all citizens and worked hardest to guarantee equal rights, equal justice and equal opportunity.

For three years, we have watched the systematic reversal of the principle of equality in America. We have seen the Reagan Administration shut out vast numbers of Americans as unworthy of the concern of their government. We have seen public resources turned to private ends on behalf of the narrowest and wealthiest segment of the population.

We have seen the regulatory powers of government placed in the service of those whose greed and contempt for the lives and health of their fellow citizens necessitated such regulation in the first place. We have seen agencies designed to guarantee human and statutory rights used to undermine and destroy those rights.

After three years of Republican favoritism of the few at the expense of the many, American workers are looking to the Democratic Party for the redress of grievances. In the coming weeks, the AFL-CIO will present to this platform committee a set of detailed proposals for setting this country back on the right track.

Our federation, with 14 million members in 96 national organizations and 50,000 local unions, is the most inclusive cross-section of the American population that exists. Its members live in every community and work at every trade and occupation.

Today, I want to outline the issues of greatest concern to all the men and women of this country who work for a living.

For all but a handful of Americans, life revolves around work. Work is much more than a source of paychecks. It is the activity through which people

Democratic Platform Committee hears initial AFL-CIO presentation by Vice President John Lyons.

develop and define themselves as human beings and as members of the human community.

And in the same way that a good job is the foundation of a good life, full employment is the foundation of a good society. It is the one indispensable key to stable family life, to safe and healthy neighborhoods and to a proud, self-supporting and self-reliant citizenry.

So if there is a single goal, a single issue that ought to stand at the head of the Democratic agenda, it is the issue of jobs, not as a plank, but as the foundation of our platform.

It is to that world of work that Ronald Reagan's Administration has done its worst damage since it took charge. A minimum of 30 million American families have been injured by unemployment that could have been prevented and should have been combatted and alleviated by a responsible administration. Twenty-three million men and women were without jobs at some time during 1981; twenty-seven million in 1982 and that many again in 1983. The average duration of unemployment in those three years was 14 weeks, 16 weeks and 20 weeks.

Lost wages over those three years added up to $336 billion. Lost production amounted to $950 billion. The loss to the federal Treasury was $285 billion, enough to reduce the Reagan deficits quite substantially.

But there were other costs, as well. Nearly 11 million families lost their health insurance coverage; 494,000 families lost their homes through mortgage foreclosure; 72,934 small businesses were forced into bankruptcy.

Tens of thousands of farm families have been driven from the land they have tilled for generations. The beneficiaries have been rich corporations, foreign and domestic, that are rapidly consolidating control of the nation's food supply, exactly as they are dominating energy supplies.

Despite more than a year of recovery in the business world, recovery is not even in sight for the 8.8 million who are still unemployed. The unemployment rate today is 7.8 percent, compared with 5.8 percent five years ago. For those still holding a job, average real wages are 3½ percent lower than they were four years ago.

The future for most of our children is grim. To reach full employment by 1990, defined as 3 percent joblessness, this country will have to generate 20 million more jobs. If jobs are created at a rate no greater than that of the last seven years, the shortfall will be 7½ million jobs.

As for youngsters who have been forced to abandon the dream of higher education, the Administration proposes to throw them on that depressed job market at less than the minimum wage.

The minimum wage already falls far short of a living wage. The $3.35 figure set in 1978 has shrunk to $2.08 in purchasing power. To match its 1978 value, the minimum wage today would have to be at least $4.29, and that is an issue that this party must address.

The platform must be concerned with the plight of the poor, working and non-working, whom the Republican Administration has written off and deprived of the help and encouragement of their government.

With 5 million newly impoverished persons, the poverty rate has soared to 15 percent of the American people — the highest in 17 years.

One-and-a-half million children in 725,000 families have been injured by cuts in the AFDC program. Child nutrition programs have been cut 28 percent. Higher education loan programs have been cut by 27 percent.

Job training programs for citizens needing new job skills have been cut by 35 percent.

A million needy persons have been stripped of every penny in food-stamp assistance. Four million more have had their benefits slashed.

Overall, $26 billion has been cut from retirement programs; $27 billion from income security programs; $18.5 billion from health programs; $13.7 billion from education and social services; $25 billion from employment training programs.

While Congress acquiesced to many of President Reagan's budget-cutting proposals, if Ronald Reagan had had his way, $40 billion more would have been taken away from those who need it most.

Mr. Reagan has not finished. He is still demanding further cuts in social security, education, health care and housing programs.

He is still striving to diminish government itself, as an institution, and to harass and humiliate government employees by withholding just wage increases and chiseling on pensions and other benefits in the name of "fiscal responsibility."

One of the toughest and most urgent jobs of a new Democratic administration will be to restore morale among federal workers and bring back to the civil service the thousands of skilled and dedicated workers who have been driven away.

Meanwhile, the Administration continues to whittle away the institutions designed to protect the American people from the assaults of concentrated economic power.

By packing the National Labor Relations Board with lifelong advocates of management, President Reagan has robbed American workers of the rights guaranteed by the Wagner Act. By wholesale firings of OSHA inspectors, arbitrary exemptions of vast segments of industry, and downgrading of health and safety standards, he has once again exposed huge numbers of workers to physical and chemical hazards in the workplace.

By packing the Civil Rights Commission and the Equal Employment Opportunity Commission with people who see no virtue in affirmative action and no harm in inequality, he has reopened the door to institutionalized inequality. We must do more than restore the status quo. We must pass the Equal Rights Amendment and establish comparable pay for jobs of comparable worth.

For all the talk about free trade, free markets and meeting foreign competition, the Reagan Administration has moved America backward in industrial power.

The $750 billion Reagan tax giveaways were supposed to bring new business investment, more oil exploration and upgrading of industrial plants and equipment. They did just the opposite.

In many industries, especially energy and manufacturing, those tax windfalls have been used to finance corporate cannibalism, mergers and consolidations that have concentrated more and more resources in fewer and fewer hands.

Instead of investing in new plants and new tools, American companies have formed alliances with foreign firms and flooded the country with imports disguised by U.S. brand names.

Nothing has been done to counter the nearly universal practice by which foreign governments unfairly subsidize their exports and set up barriers against imports.

Nothing has been done to reverse the preposterous overvaluation of the American dollar, which in just 3½ years has soared 57 percent against the currencies of our major foreign trading partners.

Nothing has been done to reduce real interest rates, which amount to a crushing tax that Americans pay to bankers instead of to their government.

For all these reasons, American exports have been made so expensive in other nations and foreign imports so cheap in the American marketplace that U.S. goods could scarcely compete even if every American worked for virtually nothing.

These results have been brought about deliberately by an administration that aims at widening inequality, an administration that has sent the national debt to levels never before dreamed of in order to reward its friends and to make it more difficult for future administrations to undo the damage, to return the country to its proper direction and the government to its proper role.

It is the task of the Democratic Party not only to restore and rebuild but to strengthen and enhance this economy and this society in ways that enlarge, rather than diminish, the lives of the American people — all the people.

We need a reasoned industrial policy based on the kind of economy we need and deserve, rather than what is left after a handful of corporate directors have satisfied their greed for immediate advantage and short-term profit.

We need a trading policy in which all countries play by the same rules and that recognizes the need for a strong, diversified American economy.

We must restore human rights as the guiding principle of our relations with other countries. National defense must be aimed at avoiding confrontations, rather than seeking them out. The burden of defense must be shared with our allies, and its costs must be shared by the rich, as well as by those who are least able to pay.

Disarmament negotiations must be revived and actively pursued, rather than ignored in a frantic race for overwhelming power.

Poorer countries must be encouraged to develop for the benefit of their people, rather than for the benefit of bankers.

All of these, from concern for the weak and disadvantaged, to full employment, to international cooperation, are historic goals of the Democratic Party. They are the overriding concerns of working people and of all Americans. They should be declared, strongly and unequivocally, in this party's 1984 platform.

New Pamphlets

The following is a list of pamphlets recently published by the AFL-CIO. Single copies are free. Prices for quality orders are available on request. Use the publication number to order from the AFL-CIO Pamphlet Division, 815 Sixteenth St., N.W., Washington, D.C. 20006, 202-637-5184.

Songs for Labor—A book of union songs for use at union meetings, summer schools, conventions and on the picket line. Lyrics and music included. Pub. No. 56

Lyndon LaRouche's Strange Cult—Series of articles from the AFL-CIO News exposing LaRouche's extremist movement and its attempts to infiltrate and harass legitimate labor organizations. Pub. No. B67

The Future of Work—The initial report of the Committee on the Evolution of Work created by the AFL-CIO Executive Council to review and evaluate the changing American Labor force, occupations, industries and technology. Pub. No. B70

A Guide to Establishing Senior Clubs—Guidelines to help unions that are interested in forming senior clubs as a means of maintaining links with retired members. Pub. No. B74

Consumer Counseling—Advice for local unions on how to establish a consumer information and counseling program to help members spend their hard-earned wages wisely. Pub. No. 109

When You Write Your Legislator—Tips on framing letters to legislators to let them know how trade unionists feel about key issues; proper forms of address; where to write to senators and representatives. Pub. No. 116

A Foreign Policy with a Purpose—Text of an address by AFL-CIO President Lane Kirkland to the Foreign Policy Association outlining labor's views on America's role in world affairs. Pub. No. 156

One Hundred Years of American Labor—A collection of historical materials published in connection with the AFL-CIO's 1981 centennial celebration, including history, biographies, illustrations. Pub. No. 157

The Constructive Use of Government—Text of an address by AFL-CIO President Lane Kirkland at a Dartmouth College program in which he discusses the role of the democratic state as "the indispensable instrument of human progress." Pub. No. 158

The Public School and the Common Good—A discussion of organized labor's role in the establishment of the American free public education system and of labor's continuing concerns with the quality and availability of public education. Pub. No. 159

Management Consultants: The Modern Union-Busters—An examination of the techniques employed by union-busting consultants and effective strategies to counter them. Pub. No. 160

Together in Solidarity—AFL-CIO President Lane Kirkland's keynote address to the federation's 1983 convention, outlining the issues and challenges confronting American labor. Pub. No. 161

The Open Shop Movement:—Thriving Through Failure—How the National Right-To-Work Committee prospers from employer contributions despite its failure to attract support among workers. Pub. No. 162

New Books

The Deindustrialization of America

By Barry Bluestone & Bennett Harrison, Basic Books, Inc., 10 East 53rd St., New York, N.Y. 10022. 323 pages. $19.95

The need to reindustrialize America is apparent, particularly at a time of high unemployment. The AFL-CIO has repeatedly urged that a reindustrialization program be made part of national policy.

As this recent book points out, however, even as a consensus on the need to rebuild the nation's economic base emerges, corporations have been pulling capital out of basic industries at an unprecedented rate. In effect, they are *de*-industrializing America.

Both college professors, Bluestone at Boston College and Harrison at Massachusetts Institute of Technology, the authors draw on material never before published to show how—faced with heightened international competition—managements have protected eroding profit margins by unusually rapid redeployment of investment capital.

During the past decade, they point out, more than 30 million jobs have been lost as a direct result of plant closings. Communities have been disrupted, workers' security undermined, and productivity reduced.

Bluestone and Harrison call for a new strategy of "reindustrialization with a human face" that not only sets limits on the unrestricted movement of capital, but also increases public investment and involves workers in the running of their enterprises.

Outside the labor movement itself, the public at large needs to become actively engaged in the great reindustrialization debate, the authors observe.

"At this point, all opinions are needed. New ideas should be encouraged, and an opportunity for them to be heard should be assured," they conclude.

"Unions, community organizations, schools, the media, legislative hearings, international conferences—all are valid settings for the kind of continual public forum we envision. It does not cost anything to read, to meet together, and to talk."

Selected Cases in Labor Relations: An Experiental Approach

By Howard V. Finston & James L. Porter. Reston Publishing Co., Inc., Reston, Va. 22090. 1983. 360 pages. $18.95.

Conflict resolution is often at the heart of labor relations. The authors of this book contend that, while necessary to effective interpersonal relations, theoretical understanding of behavior is not enough in resolving labor-management conflict.

Using exercises and simulations, Finston and Porter offer an experiental approach to labor arbitration and labor law to assist in narrowing the gap between theory and practice.

Intended primarily to be used as the major text in a labor relations course at the upper division and graduate college level, the book examines a cross-section of arbitration and labor law issues in both the private and public sectors. The book provides all the important facts and circumstances surrounding each dispute, as well as a complete record of the arbitrator's judgment, conclusions, and supporting background research.

The principals involved in these disputes represent a cross-section of American companies, governmental agencies, unions, and industries.

Practitioners within the labor arbitration field, as well as union stewards and officers, will find the casebook useful as a reference in dealing with selected grievance topics, arbitration opinions, and decisions of the National Labor Relations Board. The book is also intended to assist the instructor or trainer in designing a course in labor-management relations.

Economics: A Worker's Education Manual

By the International Labor Organization. 1983. 160 pages. $10. Available through the International Labor Office, Washington Branch, 1750 New York Ave., N.W., Wash., D.C. 20006.

This book is intended primarily for trade unionists and is vital reading for anyone who relies on wages as a principal source of income. It begins with a discussion of standards of living—in terms of jobs, pay, prices and social benefits. It moves on to the subject of workers and businesses—types of businesses, prices, markets, production, location of industry, investment, wage determination and workers' access to business information.

This material is then expanded into a discussion of the national and international framework within which workers and employers earn their living.

The text, as far as possible, uses everyday language, and abstract economic terms are clearly explained.

Women in Government

By Suzanne E. & Roger A. Sheldon. National Textbook Co., 8259 Niles Center Rd., Skokie, Ill. 60077. 1983. 150 pages. $7.95. Paperback—$5.95.

Suzanne Sheldon is a former congressional press officer and Roger A. Sheldon is the associate editor of the Carpenters' publication, The Carpenter.

Their book covers the history, status and future prospects for women in government. It includes cases histories on United Nations Ambassador Jeane Kirkpatrick, Rep. Patricia Schroeder, Transportation Sec. Elizabeth Dole and many others at the national, state and local levels.

The authors outline the routes taken by many women toward career positions at all levels of government.

Resolving Grievances: A practical approach

By Donald S. McPherson, with Conrad John Gates and Kevin N. Rogers. Reston Publishing Co., Reston, Va. 22090. 1983. 170 pages. $14.95.

Two of the three writers of this book are practicing arbitrators, who teach labor relations at Indiana University of Pennsylvania. Their book is written for an audience of graduate students in labor relations and aims at aiding skill-building in resolving grievances.

The authors work from the assumption that most supervisors and union stewards have far too little training in the theory of grievance resolution and even less in the practical human relations, communications and labor relations skills. The book attempts "a practical approach to the process of resolving grievances by providing a source of teaching materials that may contribute to raising the level of skills and knowledge of practitioners."

Eighteen grievance case simulations make up the second half of the book and set the stage for role-playing in several formats.

The first half of the book provides information on union, management, and individual rights. It defines grievances and shows how they can be carried through the process to arbitration.

Encyclopedia of Occupational Health and Safety

By the International Labor Organization. 1983. Two volumes, 2,400 pages. $155. Available through the International Labor Office, Washington Branch, 1750 New York Ave., Washington, D.C. 20006.

The third revised edition of this valuable encyclopedia has more than 1,150 articles, 400 photographs, diagrams and drawings, and 6,000 selected bibliographical references.

Pursuant to the ILO's educational goals, the first edition of this encyclopedia was produced in 1930 and the second in 1972. That second edition was so successful it went through five reprints.

More than 500 authors have contributed to this two-volume effort. The newest edition reflects the significant developments that have taken place over the past decade in the practice of occupational medicine. Toxic substances, dusts and mineral fibres, nonionizing radiation, allergy and occupational cancer problems are covered.

A valuable reference tool, this encyclopedia is designed for public and private sector individuals who are administratively or morally responsible for safeguarding workers' health and safety.

Handbook of Wages and Benefits for Construction Unions—1983.

By Construction Data Services, Inc., Suite 400, 1901 L St. N.W., Wash., D.C. 20036. $75.

This handbook contains current listings of available hourly wages and fringe benefits for 35 craft classifications in more than 5,000 construction contracts in some 800 American cities.

The listings are divided into the categories of building, residential, heavy construction and highway. Each classification shows total wage and benefit amounts, wage rates only and a breakdown of employer costs for pensions, vacations, health and welfare insurance, apprenticeship training and other benefits.

The listings are organized by regions, states and cities.

The handbook can be useful to union officials as a reference manual and in coordinating area bargaining, although these types of data are likely to be available through the international union. The publishers indicate the booklet also can be useful to contractors, architects, engineers, public officials and others in developing project cost estimates and in collective bargaining.

The information provided is printed out computer-style using a tabular format.

Runoff election

Football players back union for new league

By Arlee C. Green

The United States Football League Players Association scored a decisive win in the runoff election for representation of the 1,008 USFL players. The vote in the National Labor Relations Board election was 732 for the union, 25 against with 95 ballots challenged.

Player representatives from the league's 18 teams held the USFLPA's founding meeting in Chicago, Apr. 17, and elected an eight-member bargaining committee, adopted a constitution, established a budget and dues structure, and hired Douglas F. Allen as the union's executive director.

Allen took on the new duties following the meeting, and resigned his post as assistant to the executive director of the National Football League Players Association, Gene Upshaw. Allen had been in that post since 1982. He worked six years as the AFL-CIO regional COPE director for New York and New Jersey.

Former player

Allen played linebacker for the Buffalo Bills for two seasons after he graduated from Pennsylvania State University in 1973 with a degree in labor studies.

The board of player reps will serve as the new union's governing body until the top officers are elected.

The USFLPA's parent organization, the Federation of Professional Athletes, started the organizing drive in the newly constituted USFL in February 1983. The team owners refused to recognize the union, even though more than 60 percent of the players had signed authorization cards.

A representation election held in June 1983 resulted in the USFLPA receiving 268 votes to 262 votes for no union, with a separate agent-sponsored organization receiving 25 votes. After an initial postponement, the runoff balloting was held from Apr. 2 to Apr. 5, 1984.

Allen said the owners had hired a union-busting firm prior to the first election which made promises that weren't fulfilled by the owners.

"Once the players realized the owners weren't making good on their promises, they knew they would need a union," he said, citing the heavy support for the USFLPA in the runoff voting.

Allen stressed that the key issues in the organizing drive will become the top items in bargaining. He said the union will seek to begin negotiations with the owners as soon as possible.

Regarding the outlook for negotiations, Allen said the players "are not insensitive to the fact that it's a new league," but they "will need to cover a lot of ground to reach the level where they would consider the working conditions and pay to be fair and equitable."

Among the items to be considered are a health insurance package providing year-round coverage for the players and their families. Allen noted that some players are covered only during the season, some lack family coverage, and some pay a hefty portion of their insurance premiums.

Indiscriminate cuts

He said some clubs cut injured players from their rosters and the current indiscriminate assignment of players to the "inactive developmental squad," often just minutes before game time, can cost players thousands of dollars.

Allen stressed that although the high salaries of a few star players are heavily publicized, the average annual pay is in the $30,000 to $35,000 range. Negotiation of "fair minimum salaries" will likely be a top goal in bargaining, he said.

Other concerns include the lack of a grievance procedure, selection of neutral physicians, establishment of pension and disability plans, and adequate training camp pay.

Allen said one indication of the will of the players "is that all the teams were represented at the founding meeting, even though it is very difficult to schedule meetings during the season.

He said the USFLPA will probably maintain its offices in the Machinists' building where the NFLPA and the FPA are headquartered.

Royalty rule pressed on TV cassette rentals

Performers and producers of films made into video cassettes are being shortchanged by the limitations on copyright protection, the Dept. for Professional Employees testified at House hearings.

DPE Director Jack Golodner said the fast-growing cassette rental business means that copyright owners are losing out on royalties that apply only on the first sale of the cassette.

A reasonable royalty arrangement for cassettes used in commercial rentals would enable the film industry to recoup expenses with a lower price for the purchase of video cassettes he said, and to share the benefits with the creative workers involved in the film production.

Conference for white-collar workers focuses on technological change.

High-tech challenge explored by Professional Employees

St. Louis—New technology may be dramatically changing the American workplace, but through their unions office and professional workers can meet the challenges, participants in an AFL-CIO conference on technological change agreed.

The Dept. for Professional Employees conducted a one-day program of workshops to give the more than 75 participants an opportunity to discuss union responses to changes in the workplace brought on by the increasing use of computers and other high technology equipment and services.

In a keynote speech to the conference, Auto Workers Vice President Marc Stepp pointed out that the so-called computer age "has failed to deliver the promised benefits that its champions claimed would come with it."

Instead of more jobs, Stepp said, there has been an increase in productivity at the expense of job creation, coupled with more worktime at lower wages and a "de-skilling" of clerical and technical jobs that is also pressing down wages.

He cited studies showing that as the American economy evolves, many jobs—particularly in manufacturing—are being exported or lost. And at the same time, the jobs that are being created pay substantially less than those that are "vanishing from the scene."

Stepp called for "new directions" in public policy to stem the damage to the nation's economy and to its standard of living, but he stressed that workers can also use the collective bargaining process to make sure they play a role in the changing workplace.

Conference participants attended a series of four workshops on preparing for technological change, including contract language, staff and membership education, and political and legislative action programs.

Williams certified as winner of Steelworkers' presidency

Pittsburgh—Lynn R. Williams has been certified as the winner in the election for president of the Steelworkers based on preliminary results released by USWA tellers.

The ballot count from the Mar. 29 membership referendum gives Williams, the union's acting president, 59 percent of the total vote to 41 percent for Treasurer Frank McKee. Williams drew 193,686 votes to McKee's 135,823 in ballots from 4,153 local unions.

A final report on the results will be issued by the tellers after hearings are completed on 22 protests. Details on the protests were not released, but the USWA said 21 were lodged by local unions and one by McKee.

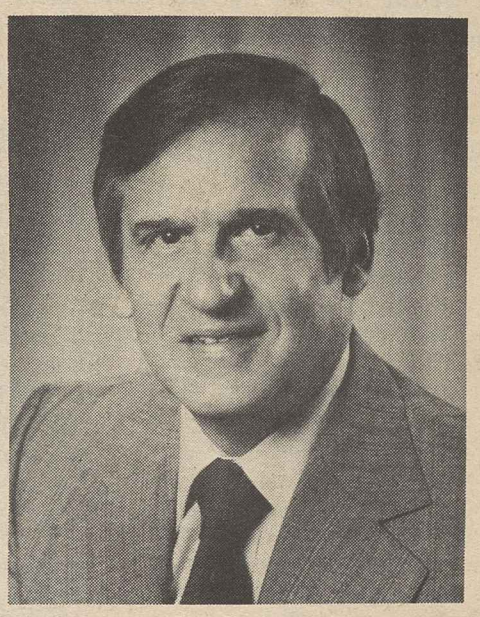
The tellers are expected to complete the hearing process by late June when they will present a final report to the USWA executive board.

If the preliminary results are upheld, Williams will be sworn in at that meeting. The board would also elect a new secretary to replace him. Williams would fill out the remainder of the late Lloyd McBride's term which runs through Mar. 1, 1986.

Williams, 59, is a native of Springfield, Ont., and has been a member of the Steelworkers since 1947.

He had been an organizer for the Canadian Labor Congress before joining the USWA staff in 1956. He was elected secretary in 1977.

McKee, 63, continues as USWA treasurer, a post he has held since 1977.



Lynn R. Williams

Engineers draft long-range goals

Hollywood, Fla.—Delegates to the Operating Engineers convention set legislative and political goals to advance labor's programs and called for a major new effort to organize workers and combat union-busters.

They re-elected President J. C. Turner, Sec.-Treas. Frank Hanley and other incumbent officers to new four-year terms, all unanimously. And they approved a step-up in monthly per capita payments.

On the political front, the convention formally voted to endorse Walter Mondale's presidential candidacy—by a demonstrative, standing vote of acclamation by the 700 delegates.

Turner told the convention that the union's 400,000 members and their families could make the difference in the November presidential election. That translates into more than a million votes, Turner pointed out.

"Our job is to make sure that our members and their families are registered, and make certain that they vote," he stressed.

In a broad-ranging resolution on international affairs, the delegates conferred an honorary IUOE membership upon Polish crane operator Anna Walentynowicz. She led the first strike at the Gdansk shipyard that led to the formation of the free trade union, Solidarnosc.

The delegates pledged their continued support of Solidarnosc, which they called "the only authentic voice of Poland's workers."

The convention condemned the violation of human rights everywhere, and reaffirmed the union's position that the United States should withhold military assistance to any country that "denies the right of workers to organize and control their own unions" and any nation "practicing terror against its citizens and depriving them of basic human rights."

Bankruptcy laws

Another resolution assailed the misuse of bankruptcy laws "to undermine workers' rights" and pledged the union's support to "fighting back against the anti-union employers who use this tactic."

On per capita, the convention voted to raise the present payment of $3.50 a month to $4 on Jan. 1, 1985, and to $4.50 a year later. The unions executive board was given discretion to raise the amount further in 1987 and 1988, if necessary.

Building & Construction Trades Dept. President Robert A. Georgine stressed the importance of pension-fund investments in union-built construction projects and urged participation in joint labor-management efforts to help "good, fair contractors become more competitive with open-shop operators."

COPE Director John Perkins told the delegates that polls show that 38 percent of the voters are committed to voting for Ronald Reagan for President in November, while 35 percent are dead-set against his re-election, leaving 27 percent of th potential voters unaccounted for.

"And this is where we come in, for some of these are our own members, precommitted neither for nor against Reagan," he said. "They are there to be persuaded, and it's our job to persuade them.

"I don't buy the media myth-in-the-making of Ronald Reagan, the invincible," Perkins said. "I consider him Ronald Reagan the vulnerable. You cannot dump on millions of people, as Ronald Reagan has done—on workers, on the needy, on minorities, on women, on the elderly—and strengthen your claim to re-election."

Other speakers addressing the convention included Industrial Union Dept. President Howard Samuel, Metal Trades Dept. President Paul Burnsky, and Executive Director William Hutton of the National Council of Senior Citizens.

Exercise in union jobs

The union label is getting a good workout at plants in New York and Pennsylvania under contract with the Ladies' Garment Workers thanks to Jane Fonda.

The Academy Award-winning actress, whose union memberships include the Screen Actors Guild, Actors' Equity and the Television & Radio Artists, is also a successful physical fitness author and instructor. When she decided to expand her fitness business to include a line of exercise and leisure clothing, Fonda insisted that the garments be made in the United States and in union shops.

The line, called Jane Fonda Workouts, is made in shops in the two states by New York-based Capri Beachwear, which has plans to nearly double its workforce to produce the clothing.

ILGWU President Sol C. Chaikin, applauding Fonda's loyalty to the union label, said the effort proves "that you don't need a sweatshop to make a sweat suit."

Pilots warns of safety hazards on 'new' Continental Airlines

The Air Line Pilots asked Congress to investigate the "new" Continental Airlines, charging that the air carrier is unsafe to fly.

ALPA also wants the House Subcommittee on Governmental Activities & Transportation to determine whether the Federal Aviation Administration has failed to uphold strict safety standards on the Texas-based airline.

At a Washington press conference, ALPA President Henry A. Duffy warned that Continental's "clearly discernible and growing pattern of flight- and maintenance-related incidents flagrantly compromises the safety of its passengers and of the aircraft that must share the same airspace."

Duffy also charged that the FAA "has been evading its duty to monitor, investigate and correct the root cause of the compromises of safety that are occurring at Continental."

Continental broke its union contracts after filing for bankruptcy last year. It ceased operations briefly, but resumed operations as a cut-rate carrier, employing only a third of its workforce of 12,000 and imposing new work rules and salary cuts.

The Machinists, ALPA and an unaffiliated flight attendants union struck the carrier and fought its bankruptcy action in the courts.

Duffy said ALPA had reported 94 safety incidents to the FAA involving Continental, as of Apr. 2. The FAA has told the union only two of the incidents are under government investigation. "The FAA has been reluctant to step into a labor-management dispute," he charged, adding, "W want Congress to step in. Let them inspect the investigators."

Continental denied its practices are unsafe. But a CBS television news program, 60 Minutes, detailed reports made to the FAA of several near-accidents apparently caused by Continental pilots violating the airspace of other aircraft, and of a "hard" landing which damaged structural supports in a plane's fuselage. That plane flew six more flights before being repaired.

Richard Adams, Continental's senior vice president, was asked by CBS why the company had hired among its strikebreakers, "a pilot with severe psychiatric problems, a pilot who was a heroin smuggler and a pilot who crashed a private twin-engine plane." The company said that it has fired two pilots, suspended two, and put three under review based on the information made public by 60 Minutes.

Tax credit plan pays employers but adds no jobs

Employers have been pocketing $1 billion-a-year "for doing what they would do anyway," the AFL-CIO charged in House testimony opposing renewal of the Targeted Jobs Tax Credit Program.

Assistant Research Director Arnold Cantor told a Ways & Means subcommittee that the program hasn't created any new jobs since it was inaugurated in 1978 as an incentive for firms to hire workers from "targeted" groups of hard-to-place job-seekers.

Its main advantage has been to employers, who get a tax saving worth $3,000 in the first year of employment and $1,500 in the second year. Targeted groups include such categories as persons on public assistance, handicapped applicants, Vietnam veterans and ex-offenders.

At most, Cantor noted, the program would give some groups of applicants an advantage over other job-seekers. In practice, he said, there is no evidence that the program has been of particular benefit to anyone but the employers.

Challenge denied

High court sanctions plant raids on aliens

The Supreme Court rejected a constitutional challenge brought by the Ladies' Garment Workers to factory raid tactics used by the Immigration & Naturalization Service in a search for undocumented aliens subject to deportation.

A federal appellate court had upheld the union's contention that the manner in which armed INS agents interrogated workers at two Los Angeles garment factories and blocked exits violated the Fourth Amendment's ban on unreasonable search and seizure.

But a 7-2 majority of the Supreme Court disagreed. The majority opinion, by Justice William H. Rehnquist, contended that no rights had been violated because the questioning was not a "seizure" and a request for identification does not violate anyone's rights.

ILGWU General Counsel Max Zimny said the majority ruling diminishes the constitutional rights of all persons lawfully in the United States and gives tacit assent to practices more in tune with authoritarian regimes.

The union fought the legal battle in an effort to stop what it views as the harassment and intimidation of workers in relatively low-wage occupations in communities with large immigrant populations.

Its constitutional challenge was brought in the names of four ILGWU members at the raided plants—two of them American citizens and the other two legal residents of the United States.

Justice William J. Brennan, Jr., in a dissent joined by Justice Thurgood Marshall, charged that the court majority's view of the situation ignored realities.

Intimidation charged

While there was no physical restraint on workers, "show of authority" by the INS was "of sufficient size and force to overbear the will of any reasonable person," he said.

Brennan's dissent cited the large number of workers involved, the guarding of the exits, the handcuffing and removal of persons suspected of being illegal aliens.

He said testimony on the nature of the raid "paints a frightening picture of people subjected to wholesale interrogation under conditions designed not to respect personal security and privacy, but rather to elicit prompt answers from completely intimidated workers."

Teachers' Magidson elected by Jewish Labor Committee

New York — Teachers Vice President Herbert Magidson was elected president of the Jewish Labor Committee by the 200 delegates to the JLC's 50th anniversary convention. He succeeds Donald Slaiman, deputy director of the AFL-CIO Dept. of Organization & Field Services.

Morton Bahr, a Communications Workers vice president, was elected treasurer, and Teachers President Albert Shanker remains secretary. John Fox, a Clothing & Textile Workers vice president, was elected administrative committee chairman.

Jules Kolodny, chairman of the Jewish Labor Committee on Holocaust Education, alerted the delegates to the report of the American Jewish Commission on the Holocaust due to be released late in the week. An appendix to the report notes that warnings in 1942 by the JLC, that some 700,000 Jews had been killed by the Nazis were met in the United States with indifference.

"The Jewish Labor Committee tried to awaken American Jewry to this immense tragedy; instead, it encountered lethargy and lack of real interest," the report said.

The commission report also reveals that "attempts to get the facts of the plight of European Jewry to the world and, especially to governments, were met with hopelessness," Kolodny said.

The JLC, as early as its founding in 1934, "unsuccessfully attempted to prevent the floating of American loans to Germany," the report states. And in 1936 the JLC with New York Mayor Fiorello H. LaGuardia, Gov. Herbert H. Lehman and AFL President William Green hosted an alternative Olympics on Randall's Island as part of the anti-Nazi boycott.

Common interests

Norman Hill, president of the A. Philip Randolph Institute, reassured the delegates of the ties between the black and Jewish communities. He stressed that although there are attempts "of some in the black community to drive a wedge between us, there is a commonality between the Jewish and black communities that must be strengthened."

Other speakers included Akiva Lewinsky, treasurer of the Jewish Agency for Israel; Leo Cherne, chairman of the International Rescue Committee; Al Chernin, executive vice president of the National Jewish Community Relations Advisory Council, and Jerry Goodman, executive director of the National Conference on Soviet Jewry.

Health insurance for jobless rejected in Senate

The House last year passed a labor-supported bill to continue health insurance protection for workers who lose their jobs, but it had not been acted on by the Senate. On Apr. 11, Sen. John Heinz (R-Pa.) proposed a similar measure as an amendment to a pending tax bill, but it was rejected by a 57-39 vote.

The 39 senators who voted for the Heinz amendment were in accord with the AFL-CIO's position.

FOR LABOR'S POSITION

Democrats 28

Biden (Del.)
Bingaman (N.M.)
Bradley (N.J.)
Burdick (N.D.)
Byrd (W.Va.)
Cranston (Calif.)
Dixon (Ill.)
Dodd (Conn.)
Eagleton (Mo.)
Ford (Ky.)
Glenn (Ohio)
Huddleston (Ky.)
Inouye (Hawaii)
Kennedy (Mass.)
Lautenberg (N.J.)
Leahy (Vt.)
Levin (Mich.)
Matsunaga (Hawaii)
Melcher (Mont.)
Metzenbaum (Ohio)
Moynihan (N.Y.)
Pell (R.I.)
Proxmire (Wis.)
Randolph (W.Va.)
Riegle (Mich.)
Sarbanes (Md.)
Sasser (Tenn.)
Tsongas (Mass.)

Republicans 11

Cochran (Miss.)
Cohen (Me.)
D'Amato (N.Y.)
Hawkins (Fla.)
Heinz (Pa.)
Jepsen (Ia.)
Mathias (Md.)
Percy (Ill.)
Quayle (Ind.)
Specter (Pa.)
Weicker (Conn.)

AGAINST LABOR'S POSITION

Democrats 14

Baucus (Mont.)
Boren (Okla.)
Bumpers (Ark.)
Chiles (Fla.)
Exon (Neb.)
Heflin (Ala.)
Hollings (S.C.)
Johnston (La.)
Long (La.)
Mitchell (Me.)
Nunn (Ga.)
Pryor (Ark.)
Stennis (Miss.)
Zorinsky (Neb.)

Republicans 43

Abdnor (S.D.)
Andrews (N.D.)
Armstrong (Colo.)
Baker (Tenn.)
Boschwitz (Minn.)
Chafee (R.I.)
Danforth (Mo.)
Denton (Ala.)
Dole (Kan.)
Domenici (N.M.)
Durenberger (Minn.)
East (N.C.)
Evans (Wash.)
Garn (Utah)
Gorton (Wash.)
Grassley (Iowa)
Hatch (Utah)
Hatfield (Ore.)
Hecht (Nev.)
Helms (N.C.)
Humphrey (N.H.)
Kassebaum (Kan.)
Kasten (Wis.)
Laxalt (Nev.)
Lugar (Ind.)
Mattingly (Ga.)
McClure (Idaho)
Murkowski (Alaska)
Nickles (Okla.)
Packwood (Ore.)
Pressler (S.D.)
Roth (Del.)
Rudman (N.H.)
Simpson (Wyo.)
Stafford (Vt.)
Stevens (Alaska)
Symms (Idaho)
Thurmond (S.C.)
Tower (Tex.)
Trible (Va.)
Wallop (Wyo.)
Warner (Va.)
Wilson (Calif.)

Absent: Bentsen (D-Tex.), DeConcini (D-Ariz.), Goldwater (R-Ariz), Hart (D-Colo.).

EDITORIALS

Staying the Course

IT IS A MEASURE of progress in American society that the principle of enforceable equal rights for women—in and out of the workplace—now commands strong, bipartisan support.

That's not to say that the Neanderthals in Congress and the Reagan White House—or the Phyllis Schlaflys on the outside—have accepted such emerging concepts as pay equity. They clearly haven't. Some, in fact, haven't even digested the breakthroughs of the past that are now taken for granted.

It is worth recalling, if sometimes embarrassing, that it wasn't very long ago when the basic principles that now seem so unchallengeable, were less widely accepted.

A recent newspaper column brought a reminder of the almost accidental way in which the ban on sex discrimination in employment was written into the landmark Civil Rights Act of 1964. It wasn't part of the script.

THE ORIGINAL bill that was brought to the House floor with the support of civil rights groups and the trade union movement prohibited job discrimination based on race, color, religion or national origin.

A leading Dixiecrat hoped to kill the civil rights bill, or at least its fair employment section, through an amendment adding sex discrimination to the list. He and his cohorts hoped this would make the legislation even more controversial and bring about its defeat.

The civil rights supporters in Congress actually were divided on the issue. There was concern that it would detract from the effort to overcome the more blatant and overt racial discrimination. The amendment was approved, but the attempt at mischief-making backfired. The end result was a stronger and more complete civil rights law.

LIKE A UNION contract, a law is only as good as its enforcement. And there were gaps in the overall civil rights law that had to be plugged by other measures—most notably the Voting Rights Act that so transformed southern politics.

One of the gaps was filled by a 1972 law which, prior to the Reagan Administration, had been interpreted as denying federal funds to a college or school that discriminated on the basis of sex in any of its activities.

The narrow interpretation which the Administration adopted, and which the Supreme Court this year accepted, was that such an institution could continue to receive federal funds for other programs that were not operated on a discriminatory basis.

Clearly, the effect of such reasoning would be to immunize institutions that discriminate from the remedial measures that put teeth in civil rights enforcement.

Since other civil rights laws had similar language involving the cutoff of federal funds, a major area of enforcement of nondiscrimination standards was endangered by the Supreme Court decision.

THE BROAD co-sponsorship of the legislation to remedy that narrow interpretation is encouraging.

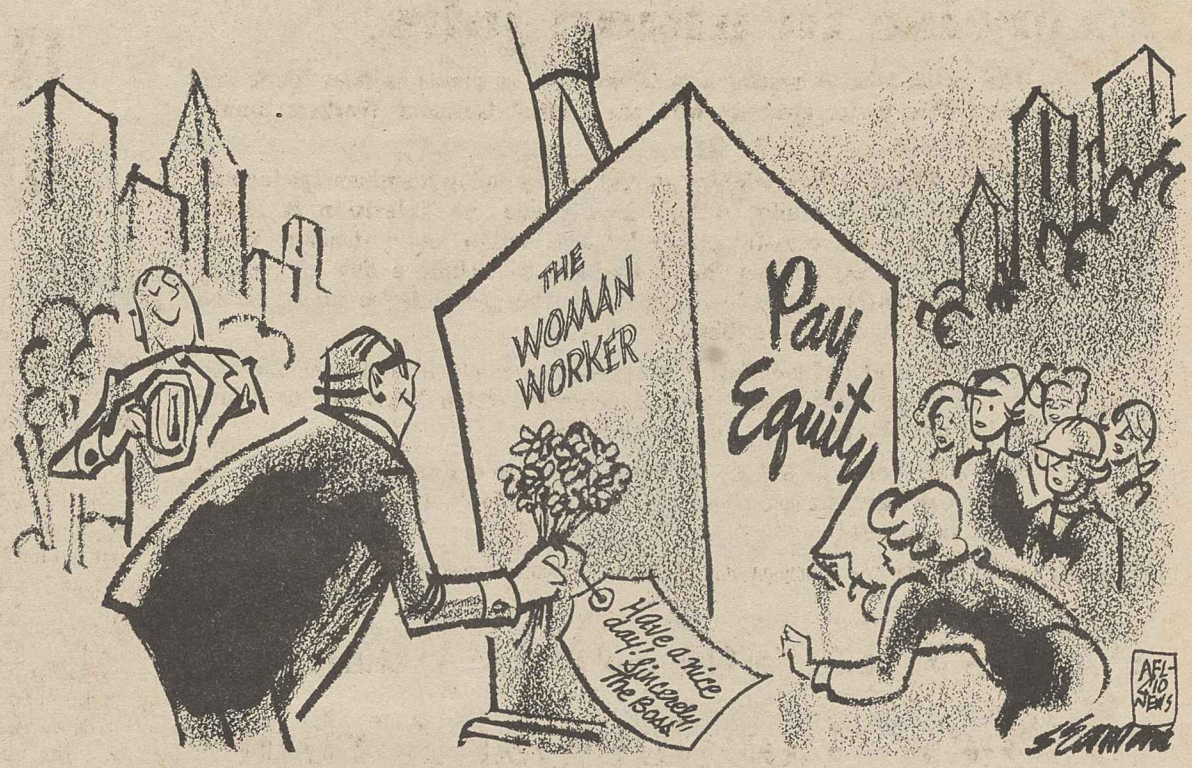
Given time, the bill would certainly pass. But with a short election-year session of Congress, time is scarce. There are ways, both overt and covert, to stall legislation. And there are ways, if joined in by the bipartisan leadership of Congress, to overcome delaying tactics.

It required a bipartisan effort to pass the 1964 Civil Rights Act. Now, 20 years later, it will require a bipartisan effort to prevent the erosion of a generation of progress.

Such an effort must be made.

In women's rights, in civil rights generally, we have all come a long way. But there's still a considerable distance to go to achieve full equality and full equity. Most of us are committed to getting there, and this is no time to be turning back.

Memo to the Boss



Washington Window

Reagan challenges proof his policies cause misery

By Press Associates, Inc.

"There are three kinds of lies: lies, damned lies and statistics."

—Attributed to Benjamin Disraeli, 19th Century British prime minister.

President Reagan just happened to have that quote on hand at a recent news conference to rebut a Congressional Budget Office report which confirmed that his budget and tax cuts have punished the poor and rewarded the rich.

He went on to claim that "there's absolutely no truth in it" and that it is "the most glaring example of political demagoguery."

It serves Reagan well in this election year to claim that statistics lie, but partisan and nonpartisan sources alike have analyzed the impact of three years of Reagan budget and tax policies and painted the same portrait of unfairness.

The nonpartisan CBO looked at the impact of the budget and tax cuts since 1981 on five income groups. It found that families with incomes under $10,000 gained about $20 a year from the Reagan income tax cuts, but lost about $410 from budget cuts in cash and non-cash benefits, for an annual net income loss of $390.

Rewarding the wealthy

Families earning $10,000 to $20,000 averaged an annual net income gain of $30, while those with incomes between $40,000 and $80,000 averaged a $2,900 net gain, and those with incomes over $80,000 pocketed an average net gain of $8,270.

The Coalition on Women & the Budget, made up of 78 civil rights, labor, women's and religious groups, found that women and children have borne a disproportionate share of the burden of Reagan's budget cuts.

Women were hurt most because they make up the majority of adults living below the poverty level. Female-headed households represented nearly 46 percent of families below the poverty income line in 1982. Consequently, women tend to rely on assistance programs more than men. In 1983, the 3.7 million families who received AFDC were mostly single-parent, female-headed households with young children.

Women harmed most

In 1981, the last time gender-based figures were available, about 66 percent of all Supplemental Security Income recipients were women. SSI provides cash benefits to poor, elderly, blind and disabled persons.

More than 60 percent of Medicaid recipients are women, and women and children make up over 85 percent of food stamp recipients.

Despite Reagan's cynicism about statistics, he offered a few of his own at the news conference. Speaking of the people who lost AFDC, food stamps, health care and other benefits due to his cuts, Reagan said that two-thirds of those who did not quit working after they were cut from the programs "sizably increased their actual earnings and became independent of welfare."

It may be true that those people became independent of welfare. But a recent GAO survey of five cities found that most of those cut from benefit rolls did not increase their incomes.

The GAO study explains some of the soaring demand on private feeding programs over the last few years.

It also helps to explain why 2.6 million people fell into poverty in 1982, bringing those living below the official poverty line of $9,862 for a family of four to a record 34.4 million, or 15 percent of the U.S. population.

It is ironic that the President earlier dismissed individual testaments of hunger and hardship related to food stamps, jobless benefits and other benefit cuts as "anecdotal," and not based on statistical facts. Now that those facts are pouring in, Reagan calls them lies.

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* deceased

MEMO FROM COPE

"This administration is committed to a balanced budget, and we will fight to the last blow to achieve it by 1984."

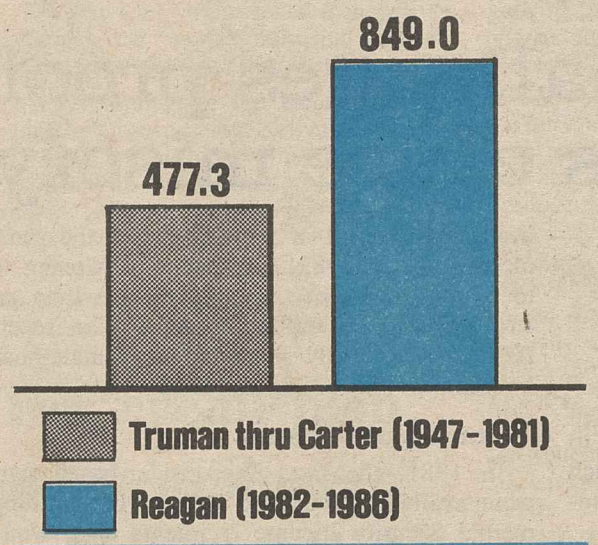
—President Reagan 9/21/81

"I did not come here to balance the budget—not at the expense of my tax-cutting program and my defense program. If we can't do it in 1984, we'll have to do it later."

—President Reagan 11/16/81

Comparison Of Reagan Deficits With Cumulative Post-War Deficits

(IN BILLIONS OF DOLLARS)



He'll have to do it—balance the budget—much later, it seems. For the record, as the graph above shows, the man who built a political career deploring budget deficits will run up 75 percent more red ink in four years than all his post-World War II presidential predecessors did in 34 years.

His total deficit Fiscal 1982-86 will be $849 billion, an average of $212 billion per year.

This will impose theoretical debt of almost $3,700 on every man, woman and child in the land, $14,800 on a typical family of four.

Of course, this won't be directly out of pocket for Americans living today. But indirectly, it could cost as much or more. The deficits stand in the way of healthy, long-term economic growth. Their spin-off effects could be devastating:

Continued high, indeed much higher, interest rates throttling economic activity, a renewed surge in unemployment—in short, a second Reagan Recession.

Is a Puzzlement!

'Teflon Ron'—Stick-Proof President

Voters in a recent poll gave Ronald Reagan negative ratings for his policies in Lebanon and Central America and his overall conduct of foreign policy.

Yet, in the same poll they gave Reagan a 59 percent personal popularity rating.

Except for the brief period before the full weight of his cuts in people-serving programs became evident, voters consistently have disapproved the cuts, while consistently approving the cutter.

By large margins—in many instances higher than 2-1—Americans support aid to education, nutrition and health programs and others at pre-Reagan levels or higher. Simultaneously, they give Reagan good marks as President.

There is, apparently, little linkage in the public mind of the man with his policies.

As the King of Siam said when confronted with the western notions of the English Anna: "Is a puzzlement."

Rep. Patricia Schroeder (D-Colo.) has labelled Reagan's "the Teflon-coated presidency" because the effects of what he does seem to slide off of him.

Said Rep. Schroeder: "He sees to it that nothing sticks to him. He is responsible for nothing—civil rights, Central America, the Middle East, the economy, the environment. He is just the master of ceremonies at someone else's dinner." (Correction: He bravely took responsibility for the economy when it began to bounce back.)

One of his advisers explains the Teflon phenomenon this way: "After 20 years of running for office, he is still not viewed as a politician."

Pollster Peter Hart thinks Reagan somehow disassociates himself from the very government he heads, ducking responsibility thereby. "When Reagan talks, the government is never 'we,' it's always 'them,' " Hart says. So, "Things never become his problem; they're always government's problem."

All this might be true, but Reagan's going to have to go through a long campaign explaining his relationship to the last four years. Then, on November 6, when responsibility for policy collides with personal popularity, voters will render judgment on which means more to them.

What If . . . a Tale Of One-Vote-Counts

What if Walter Mondale goes to the Democratic national convention in July with 1,966 committed delegates . . . one delegate vote short of the required 1,967 for a first-ballot presidential nomination?

It could be the result of one vote in Kansas—and one card, too.

Mondale lost a delegate to Sen. Gary Hart in Kansas's 2nd Congressional District caucus after the two tied 69-69 on the second ballot to choose five delegates. Each candidate had won two; the fifth was up for grabs.

It was decided to settle the tie by a draw of the cards. Hart's side drew the jack of clubs, Mondale's the three of diamonds.

Wrong Again on Fair-Mindedness

The Big Chief of the Administration With a Heart, Ronald Reagan, messed up his data again. Claiming he runs a very fair-minded administration, he said recently "in the early 1960s we had fewer people living below the poverty line than we had in the later '60s after the great war on poverty got under way."

Census Bureau figures show 39.9 million Americans lived below the poverty level in 1960, 22.2 percent of the population.

In 1965, the figure was 33.2 million, or 17.3 percent. In 1969, the number was down to 24.1 million, 12.1 percent. And by 1980, it was at the 7 percent level.

AWAH has seen to it that the figures climb again. In 1983, 15 percent of Americans lived below the poverty level.

* * *

And, the Administration With a Heart shows it has a hearty appetite for more slices out of human welfare programs. Its recent proposal to freeze non-defense appropriations to $150 billion envisions big fund shifts within the limits.

Reagan, it is reported, wants $19 billion more over three years for foreign economic and military aid. That surely would have to be taken from other programs.

Guess where: Health, education, nutrition, welfare.

Finally, lest we forget, this is the administration that, when you talk about raising some taxes, doesn't look to corporations and the wealthy, but to workers. It's AWAH that wants to grab $8 billion from working people by taxing their health care fringe benefits. Reagan's proposal calls for treating as taxable income everything over $70 per month an employer pays for health insurance for an individual worker, everything over $175 for family coverage. Example: If your employer pays $250 a month to insure your family, you'd pay taxes on an additional $900 over a year. AWAH's notion would hit 30 million working Americans with higher taxes, affect almost 35 percent of all health care plans.

Odds 'n Ends

ELECTION COMMISSION predicts campaign expenditures will top $1 billion mark in 1983-84 election cycle, seeks bigger budget for expanded facilities, larger staff. Commission expects to have to process more than 52,000 reports and statements by 2,300 candidates for U.S. House and Senate, 4,000 political action committees, 700 political party committees and 500 other political entities. Its $1 billion-plus estimate applies only to federal elections. Huge funds expended in state legislative and ballot issue campaigns over and above federal contests, most heavily by corporations and business, trade associations. Their outlays will balloon total election costs at all levels beyond $1.3 billion.

REAGAN'S SHORT MEMORY problem shows up again. He lashes at those who criticize his nominee for Attorney General, Ed Meese, because of Meese's interest-free loans and unreported loans. Reagan says critics are politically motivated and they should "quit picking on people who haven't done anything wrong." Reagan, as political columnist in 1978, with an eye to running for President, wrote of one of Jimmy Carter's major embarrassments, Bert Lance. He pontificated: "What seemed to escape the President's notice all the while the Lance affair was simmering . . . was the fact that the average citizen resents what seems to be undue special privilege for a few in high places." Doesn't the average citizen resent it anymore?

ACCENT ON YOUTH within right-wing movement, as key groups reach out to campuses and to post-college ultra-conservatives. If it were a baseball team, it would be called "building for the future." Young America's Foundation, a part of Young Americans for Freedom (which has been around more than 20 years now) is building a nationwide student network, presumably for political, legislative action. It's arranging summer conferences, scholarships, has speakers bureau and publication. Executive Director James Taylor once worked for Right to Work (for less) Legal Foundation.

Rightist College Republican National Committee starts group to beam radio program on 500 college campuses, to provide news service to 300 campuses and plans a magazine of 250,000 circulation. Its chairman comes out of Conservative Caucus.

Heritage Foundation—brewer Joe Coor's baby—holds regular series of issues discussions featuring rightist activists, writers, politicians under 30 years old.

Finally, former special aid to Reagan, Morton Blackwell, is actively recruiting and training young fuddy-duddys for political action, with part of his program a job placement apparatus for the more promising trainees.

THANKS TO COLUMNIST George Will for further examples of historical political invective showing how cordial and tame exchanges between Walter Mondale and Gary Hart have been (Memo, April 7). Will recalls John Randolph said of a rival: "He shines and stinks like rotten mackerel by moonlight." Other notes from the past: Teddy Roosevelt said William McKinley had no more backbone than a chocolate eclair, and said of Oliver Wendell Holmes that he, TR, could carve a judge with more backbone from a banana. FDR's Interior Secretary Harold Ickes said Huey Long suffered from "halitosis of the intellect." When George Romney claimed U.S. officials in Vietnam had "brainwashed" him, Will recalls, then-Sen. Eugene McCarthy said in his opinion a light rinse would have sufficed.

AFL-CIO news

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Postal union contract talks cover 600,000

Postal negotiations opened with union and management negotiators far apart on just about everything except the desirability of making the collective bargaining process work.

Postal unions are seeking productivity pay raises and other contract improvements for the 600,000 employees of the U.S. Postal Service affected by the negotiations.

Management argues that unions have been so successful in past contract negotiations that postal wages have outstripped "comparable" private-sector jobs.

Postmaster Gen. William F. Bolger said the goal of "good-faith negotiations" should be "closing the gap" so that the postal service can hold its own against competitive forms of communications.

Postal unions challenge management's assumption that wages are too high and reject its conclusion that pay levels should be brought down.

No givebacks

"There will be no givebacks," Presidents Moe Biller of the Postal Workers and Vincent R. Sombrotto of the Letter Carriers affirmed in a joint statement.

The two unions, which represent 500,000 postal employees, are bargaining together, as they did in the last round of contract talks three years ago.

Two smaller unions, the Mail Handlers division of the Laborers and the unaffiliated Rural Letter Carriers, are negotiating separately. Three years ago, Bolger delayed the start of negotiations a month by insisting on joint negotiations with all four unions. But the National Labor Relations Board slapped him down on that issue and the U.S. Postal Service did not challenge the unions on their bargaining lineup this year.

Biller and Sombrotto, meeting with reporters at the start of the negotiations, said their unions are not coming to the bargaining table with "a carload of proposals."

Productivity up

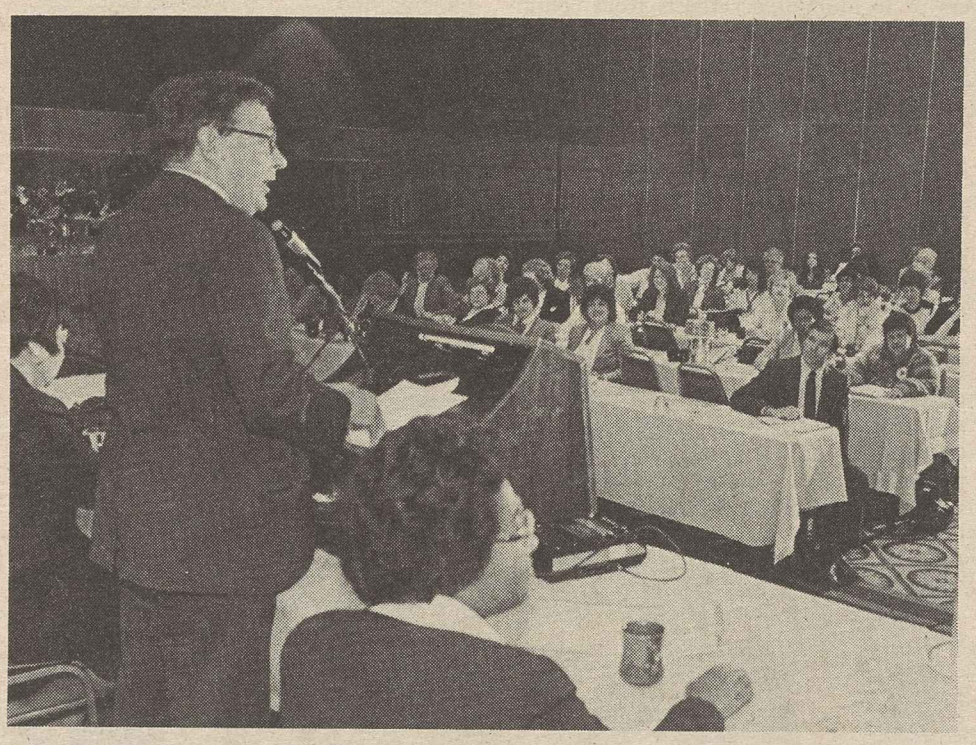
They cited the U.S. Postal Service's own report that over each of the past three years, productivity has risen, and they contended that postal workers "are as much responsible for the renewed health of the service as management is."

The union proposals seek no more than "equitable compensation, job security and health and safety protections," the two union presidents said.

Management's call for a rollback of wage levels reflected a directive from the U.S. Postal Service Board of Governors, whose members are appointed by the President. In an Apr. 3 statement, the policy-setting group which appoints the postmaster general and deputy directed

Continued on Page 4

Working women gear up for all-out election effort



Women workers are the chief victims of the Reagan Administration's "cut-throat economics," Lane Kirkland charges in an address to the AFL-CIO Women Working for '84. Also addressing the conference were Federation Vice Presidents Joyce Miller, left, and Barbara Hutchinson.

New group mobilizes to get out vote

The votes of union members can help shape the outcome of the presidential and congressional elections, and a new AFL-CIO committee is working to see that they do.

More than 100 women leaders of 30 AFL-CIO affiliates took part in the national planning session of the recently formed AFL-CIO Women Working for '84.

The group, headed by two AFL-CIO vice presidents, has already begun get-out-the-vote activities to assure participation by union members in the presidential primaries and caucuses.

It will continue the effort for the remaining primaries in cooperation with COPE. Its members will continue to work, through Election Day next November, to assure that every eligible woman union member is registered to vote and to encourage support for the labor-endorsed candidate for President, Walter F. Mondale.

The committee is headed by Joyce Miller, president of the Coalition of Labor Union Women and a vice president of the Clothing & Textile Workers. The vice chair is Barbara Hutchinson, women's director of the Government Employees. Both are vice presidents of the AFL-CIO. Cynthia McCaughan, who is women's activities coordinator with the AFL-CIO Dept. of Civil Rights, will coordinate the committee's activities with COPE.

Growing force

Women have emerged as "a mighty force within the trade union movement" and their ranks will probably double over the next 10 years, AFL-CIO President Lane Kirkland told the committee members at their Washington planning meeting.

At the start of the session, Miller stressed that the "gender gap"—the high level of dissatisfaction among women with President Reagan's policies and performance—can be a critical factor in the election outcome.

"Mobilizing union women to register and vote may be the key to defeating Ronald Reagan," Miller said, and the committee's work will be "leading the way."

Continued on Page 6

Protections threatened

Labor Dept. proposes return of child labor

Laws that have protected children from exploitation by employers for nearly half a century will be gutted if the Reagan Administration succeeds in its latest attempt to weaken child labor regulations, the AFL-CIO warned.

The Labor Dept. has announced that it will again propose changes in regulations under the Fair Labor Standards Act that would allow 14- and 15-year-olds to work longer hours, and would open up to young teenagers hazardous jobs prohibited under current rules.

The department said it also plans to revive its proposal to decrease already minimal reporting and certification requirements for employers who hire students at subminimum wages.

Similar revisions were proposed by the Administration in 1982, but they were withdrawn in the face of a storm of public protest from the AFL-CIO, Congress and other groups concerned with the exploitation of children.

The Labor Dept. announced its latest move on the child labor rules in its semi-annual agenda of proposed and current regulations, published in the Apr. 19 Federal Register. The agency said it expects to issue the new rules by the end of this year.

AFL-CIO Economist John Zalusky said the federation had not been consulted in advance about the Labor Dept.'s move, nor had it received any details on how the new rules will read. But he stressed that the summary of the proposals parallels closely the same rules the AFL-CIO had denounced as "outrageous" two years ago.

If those changes had been successful,

Continued on Page 3

LEGISLATIVE ALERT!

PAGE 8

House panel pushes industrial bill

The United States will "slide back into recession" if it doesn't modernize its industrial base and make American-manufactured goods more competitive in world markets, the House Banking Committee warned.

Its report, making the case for the industrial competitiveness bill supported by the committee's Democratic majority, warned that the nation can't prosper solely as a service economy or rely for jobs on so-called high-tech industries.

A service economy can't sustain the growth the nation needs and high-tech expansion depends on basic industry for its markets, the committee report noted. "A stagnant manufacturing sector will almost inevitably lead to a stagnant economy."

The bill supported by the report would establish a Council on Industrial Competitiveness, made up of high-level representatives of business, labor, government, academic and public interest groups to seek a consensus strategy to help make American industry more competitive.

Balancing policies

It would explore the effect of government policies on that goal. As an example, the committee report notes that government policies intended to promote reinvestment in industrial modernization "may be undercut by other policies providing incentives for plant closings" or encouraging "relocation of American plants overseas."

The council would make recommendations to Congress and the President, and set policy guidelines for a Bank for Industrial Competitiveness, which would participate in market-rate loans primarily funded by private investment for industrial revitalization.

Such investments, the committee report suggested, "will often require the negotiation of commitments from all parties—from management, from labor, from banks, from suppliers, and from communities and governments where plants are located."

The AFL-CIO, which has endorsed the goals of the legislation, has already expressed its support for such a concept.

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Polish unionists targets of 'official terrorism'

A detailed report on human rights abuses in Poland warns that new methods of repression, including the use of "official terrorism," are being employed by the Polish government against members of the Solidarity trade union movement.

The 94-page report, prepared by the New York-based Committee in Support of Solidarity, documents "the continuation of gross and massive violations of human rights," including a sharp increase in abductions, beatings and killings by Polish security police in 1983 and the first three months of 1984.

The report documents the killings of 24 Solidarity members in 1983 alone. The victims were found dead in ditches, outside workplaces, near railroad tracks, or in wrecked cars, usually with evidence of beatings. Among them were two of the highest ranking Solidarity leaders in Silesia. Both had told their families of being threatened with death by secret police.

The normal practice of the authorities has been to cover up rather than investigate these deaths, which often clearly point toward the security police or complicity by known collaboraters with the police. In February, a Rural Solidarity leader, Piotr Bartoszcze, was found dead in a well with clear evidence of murder, according to his parish priest. The authorities said Bartoszcze fell into the well while drunk, although he was known not to drink.

The most recent cases verified by the independent Helsinki Committee in Poland and by the underground Solidarity press bring to 72 the number of known killings of trade unionists since the imposition of martial law in December 1981. Piotr Naimski, a spokesman for the Committee in Support of Solidarity, pointed out that there could well be many more such murders that have gone unreported.

"We don't know about many small towns, where the secret police could terrorize a whole community with the murder of a Solidarity activist," Naimski said.

Beatings and torture

The report charges that beatings and torture have been used by security forces to obtain desired confessions from prisoners or to intimidate activists from continuing union activities. One case involved the 17-year-old student, Grzegorz Przemyk, who was beaten to death following his arrest on May 13, 1983. Although the murder resulted in a huge public outcry in Warsaw, forcing the authorities to conduct an investigation, no security officers have been arrested and the prosecutors are likely only to charge two ambulance attendants who drove Przemyk to a hospital after the beating.

"There is clear documentation that the Polish government is engaging in terrorist tactics against Polish society," said the executive director of the committee, Eric Chenoweth. "They have failed to crush the Solidarity movement and are resorting to new methods of repression to try to intimidate people from being active in independent underground forms of resistance."

The committee said it has just received information that the Polish secret police in Torun have started a group called "Organization Anti-Solidarity" which issued a leaflet last month threatening to attack Solidarity supporters. This followed numerous cases of kidnappings, disappearances, and beatings of Solidarity members in Torun.

The committee compiled its report from official Polish government and army publications as well as documents supplied by the Helsinki Committee in Poland and independent Solidarity publications printed underground.

"Cruel and inhuman punishment is inflicted against political prisoners, especially when they attempt to gain improvement of harsh prison conditions or to gain redress for inflictions of force against them," the report charges. It says political prisoners are prevented from receiving visitors, parcels, and correspondence, have their exercise periods reduced, and are beaten or removed to single cells or "tiger cells" for initiating any peaceful protest actions.

There were at least 300 political prisoners at the end of 1983. Since then, a massive police sweep throughout Poland has resulted in the arrests of at least 210 more, according to government figures. This does not include thousands of people who have been called in for interrogations or been detained for 48-hour periods.

Although martial law, first imposed in December 1981 to crack down on the Solidarity trade union movement, was lifted in July 1983, and the authorities announced a conditional amnesty, many Solidarity leaders and activists remained in jail and new repressive legislation was passed in place of martial law decrees giving broad powers of arrest, detention, and coercion.

Committee members

The Committee in Support of Solidarity, whose board includes AFL-CIO President Lane Kirkland and Teachers President Albert Shanker, submitted the report to the United Nations Commission on Human Rights, which met in Geneva last month. The commission had criticized human rights abuses in Poland in 1982 and 1983, but this year voted to "delay" consideration of a critical resolution for one year, following a report by UN Sec.-Gen. Perez de Cuellar which praised "the Polish government's spirit of moderation."

American and Western European delegations criticized the Secretary-General's report. "It is the great disappointment of this session," said the head of the U.S. delegation, Richard Shifter.

The committee also has submitted its report to the International Labor Organization's Commission of Inquiry on Poland, which is scheduled to report to the coming ILO conference.

Illinois high court upholds state law on prevailing pay

Springfield, Ill.—The constitutionality of the Illinois prevailing wage law and its formula for computation have been upheld in a pair of state Supreme Court rulings.

The court reversed a circuit court ruling that found the law unconstitutional in the case of Bernardi v. Roofings Systems, Inc. In a separate ruling, the state Supreme Court upheld an appellate court decision that both the prevailing wage law and the method of calculating the prevailing wage rate are constitutional.

The Illinois law excludes private sector wages from its calculations of the prevailing wage rate.

Illinois AFL-CIO President Robert G. Gibson welcomed the two high court decisions stressing that they "guarantee that workers on public construction projects will be paid at decent wage levels and the public will be assured good, solid construction work on public buildings throughout the state."

Gibson said the law is intended to insure that outside contractors cannot come into a locality and undercut wage rates negotiated by workers with local contractors.

"We are convinced that today's court decisions will insure continuation of top-notch public construction work, done by good contractors using decently paid Illinois workers," he said.

The law, enacted 45 years ago, requires that workers on public building projects which are funded by public tax dollars must be paid at wage levels that are in line with those generally prevailing in the locality.

Battling 'right-to-work'

Minnesota AFL-CIO President David K. Roe, center, joined by some 200 union members at a state legislature hearing room, testifies against a "right-to-work" bill that would ban the union shop in private employment and repeal basic collective bargaining rights in public employment.

Labor calls for stronger law on 'country of origin' labeling

Unions and employers in the nation's apparel industry are asking Congress to strengthen requirements for "country of origin" labeling so that buyers are immediately aware if a product is made in the United States.

President Murray H. Finley of the Clothing & Textile Workers and Executive Vice President Wilbur Daniels of the Ladies' Garment Workers urged a Senate Commerce subcommittee to approve legislation that would require a more conspicuous labeling of country of origin and its inclusion in advertising. It would also mandate "made in U.S.A." identification for garments manufactured in this country.

Officials of a number of employer trade associations also testified for the legislation.

Daniels noted that the measure would aid a crackdown on misleading labeling of foreign-made goods. He cited examples that carry brand names using U.S. or California in a clearly deceptive title. One foreign-made garment, he testified, is branded "U.S.A. Punkware."

Equally confusing to buyers, Daniels said, is the fact that some foreign-made products carry widely known brand names that in the past were associated with American-made goods.

Finley told the subcommittee of the efforts his union and employers in the industry are undertaking to make American goods more competitive despite the difficulty of competing with foreign workers whose pay might be only one-tenth of the U.S. minimum wage.

Neither the union nor the employers are seeking a halt to imports, he said. But such measures as stronger labeling requirements provide an inexpensive means of increasing consumer awareness and encourage purchases of American-made goods, Finley testified.

Trade Commission hits TV dumping

Unions in the television manufacturing industry hailed an International Trade Commission finding that imports dumped in the U.S. market by South Korea and Taiwan have injured American companies and workers.

The 4-0 ITC vote followed a final dumping determination against the two countries by the Commerce Dept. The United States had imposed import limits on color TVs from 1979 to June 30, 1982, but after the agreements expired, imports from South Korea and Taiwan surged.

The federal government can now impose duties retroactive to last October.

A petition asking for the ITC review was filed last year by the Electrical Workers, Electronic Workers, the AFL-CIO Industrial Union Dept. and the unaffiliated Radionic Workers.

IUE President William Bywater said "production jobs in the American color TV industry have dropped 41 percent in seven years, with additional jobs lost in supplying and supporting industries.

IBEW President Charles Pillard said the acceleration of dumped imports from South Korea and Taiwan has posed the "major threat to employment among our color television workers." He said Commerce Dept. reports show the combined imports from South Korea and Taiwan have soared from 596,000 color TV sets in 1980 to over 2.6 million in 1983.

Food secretariat unions establish regional group

Five AFL-CIO affiliates have formed the North American Regional Organization of the International Union of Food & Allied Workers' Association (IUF) and elected Rene Rondou president. Rondou, secretary-treasurer of the Bakery, Confectionery & Tobacco Workers who serves on the IUF executive committee, helped spearhead the creation of the regional organization.

Delegates to the founding conference in Washington adopted bylaws and elected President Alvin E. Heaps of the Retail, Wholesale & Dept. Store Union, as vice president and Sally Cornwell, formerly with the staff of the International Labor Organization in Geneva, as secretary. Cornwell will handle the regional operations of the organization from an office in the AFL-CIO Food & Allied Service Trades Dept.

The unions comprising the regional IUF in addition to the BC&T and RWDSU, are the Machinists, Food & Commercial Workers, and the Oil, Chemical & Atomic Workers.

IUF Sec. Gen. Daniel Gallin congratulated the delegates for "taking this step which will build the strength of the IUF" in North America, as well as worldwide. He stressed the need to combat the trend toward union-busting on a global scale. The IUF has 186 affiliates in 63 countries, representing two million workers.

Multinational firms

Rondou told delegates that powerful multinationals are a source of serious concern for IUF affiliates.

"They are becoming more and more anonymous, causing the center of decision-making and production to move from one area of the world to another," he observed. "We have to change and adjust . . . We have to be involved in all the problems facing workers in all countries."

A panel discussion focused on the impact of transnational companies on labor-management relations. BC&T's Vaughn Ball, director of research and education, reported on the impact on tobacco and bakery products, while UFCW Vice President Samuel Delfino explained the effect on the food processing industry. FAST President Robert Harbrant detailed the impact of transnational hotel firms.

Cornwell presented a survey of the international corporations in the food and allied trades, and cited trends of foreign investment in the United States and American corporate investment abroad.

Las Vegas impasse

House panel probes assaults on strikers

Las Vegas, Nev.—Congressional investigators are looking into the bitter hotel-casino strike here as nationwide labor support mounted for 17,000 members of local culinary, bartender, musician and stagehand unions in their struggle for a contract renewal.

The House Labor-Management subcommittee at the request of AFL-CIO President Lane Kirkland began an investigation into the abuse of civil rights and police authority that triggered a wave of violent confrontations and more than 400 arrests of strikers in the nearly four-week walkout.

After Subcommittee Staff Director Fred Feinstein was snubbed by management in his attempt to gather facts, Rep. William L. Clay (D-Mo.), chairman of the panel, suggested a full-blown hearing into the dispute might be in order.

Limited progress

Union negotiators made some progress in talks during the past week with Caesars World and Hilton Hotel Corp. on non-economic issues. Negotiators were expected to address wage and benefit provisions in subsequent sessions.

But unions face a long and tough conflict with Summa Corp., the legacy of the late multi-billionaire Howard Hughes which included five big properties: the Desert Inn, Sands, Frontier, Silver Slipper and Castaways. All are part of the 20-member Nevada Resort Association which has refused to accept contract terms and conditions that the four local unions negotiated with the resort city's 24 independent hotels.

As picket-line solidarity continued strong, the Hotel Employees & Restaurant Employees announced an internal fund-raising campaign with an immediate objective of $2 million.

HERE has distributed $700,000 per week in strike benefits to members of its Culinary Workers Local 226 and Bartenders Local 165.

HERE Local 5 in Honolulu contributed $100,000 to the strike relief fund the first day of the drive. Other early pledges included $10,000 per month each from New York's Local 6 and the city's Hotel Trades Council, and $5,000 per month from Seattle's Local 8, HERE Sec.-Treas. Herman T. Leavitt reported.

Assistance fund

Meanwhile, contributions to the AFL-CIO strike assistance fund have started to pick up, and the secretary-treasurer's office said it expects a strong response from affiliates and individual members. The national fund was launched with a $20,000 contribution from the Executive Council.

Members of Musicians Local 369, Stagehands Local 720 and HERE Culinary Local 226 whose employers have signed contracts are contributing $5 each per work shift to the local strike fund.

Union demonstrations on Apr. 19 in Boston, New York, Washington, Denver, Los Angeles and San Francisco carried the protest against the Hilton Corp.'s anti-worker actions in Las Vegas to banks and large holders of Hilton securities. The cross-country protest was part of a corporate campaign initiated by the AFL-CIO Food & Allied Service Trades Dept.

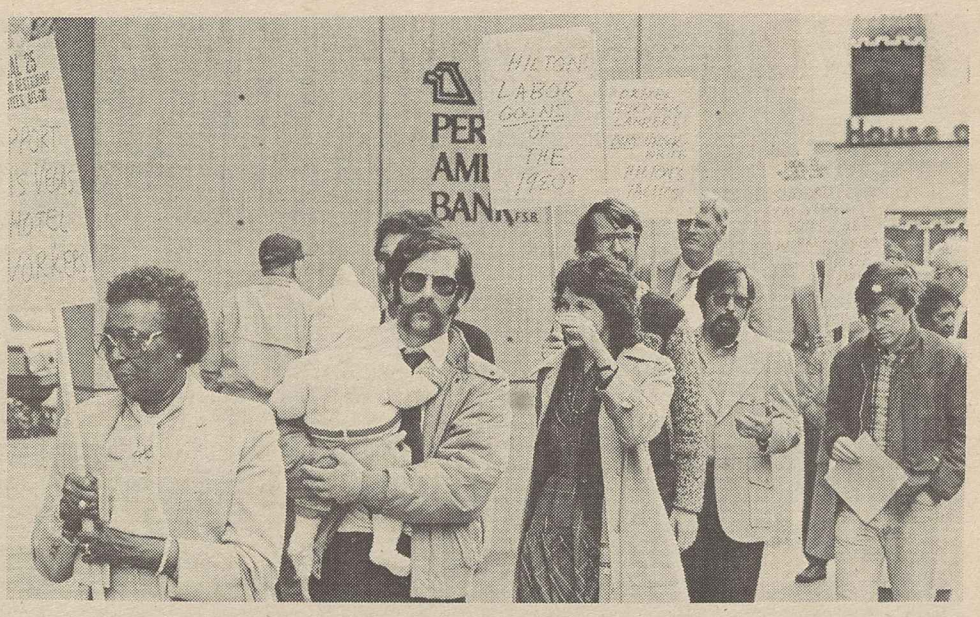
Inside reports

Reports from inside many of the larger struck hotels, including the MGM Grand, the two Hiltons and Caesars World, continued to paint a picture of slumping casino traffic, sputtering restaurant service and declining room occupancy.

The striking unions said thousands of potential visitors to Las Vegas were apparently shocked by the conduct of police and were staying away from the city.

Stagehands, led by local president Dennis Kist—himself arrested several times during picket line confrontations—were scheduled to demonstrate again despite certain police retaliation.

Kist said IATSE members would protest the attempt to reopen the Flamingo Hilton showroom with scab stagehands and taped music. A similar demonstration at the MGM Grand resulted in nearly 100 arrests, including Robert F. Harbrant, president of FAST.



Union members march in Washington in support of striking Las Vegas hotel workers. Similar demonstrations were held in Boston, New York, Denver, San Francisco and Los Angeles.

Labor Dept. revives scheme to weaken child labor laws

Continued from Page 1

Zalusky said, they would have undermined a century of struggle by organized labor to assure that children are protected from exploitation.

The Labor Dept.'s latest announcement suggests that the Administration still seeks to satisfy the desires of some employers for a cheap, exploitable child workforce, Zalusky said.

According to its regulatory agenda, the Labor Dept. will try again to change the rule limiting the number of hours 14- and 15-year-olds can work and expand the number of jobs they can be hired for to include a number that have previously been considered too dangerous for them.

Another proposal would make it legal for employers to hire 16- and 17-year-olds for jobs involving power-driven bakery machinery, for jobs involving slaughtering, meat packing and processing, rendering and other work involving driving motor vehicles and doing other work outside vehicles. Current regulations put those jobs off-limits as too hazardous.

The Labor Dept. said it would again try to revise the rule that currently requires annual recertification of employers authorized to hire full-time students at subminimum wages. The department said the change would "free" wage and hour staff for "more important work" and "reduce a paperwork burden upon employers."

Zalusky pointed out that the annual certification requirement is "the only effective means we have to make sure that employers are not using the 'student wage' scheme to displace older workers and hire youngsters, and to assure that these young people are not being subjected to even greater exploitation than that of a sub-standard wage in the first place."

He questioned the Administration's contention that the simple certification form is a "burden," and he pointed out that employers already reap tremendous benefits from the student wage and other hiring incentives.

The combined use of the existing youth subminimum wage and tax incentives to hire disadvantaged youth already enables employers to hire young people for about 70 cents an hour, Zalusky said.

Changing the rules

In a separate proposal affecting wage and hour standards, the Labor Dept. would also renew efforts to press through its broader interpretation of rules exempting "executive," "administrative," "professional," and "outside sales employees" from the minimum wage and overtime requirements of the FLSA.

The Administration tried a similar rule change in 1981, proposing to raise the salary test for exempt employees by only small steps.

The AFL-CIO called the change—which was later pulled back—inadequate, charging that the Administration wanted to keep the salary thresholds so low that millions of workers, particularly in "white-collar" occupations would be exempt from crucial wage and hour protections.

Two craft unions sign jurisdictional accord

The Roofers and the Sheet Metal Workers hammered out an agreement aimed at resolving jurisdictional conflicts.

The accord, signed by Roofers President Roy E. Johnson and Sheet Metal Workers President Edward J. Carlough, notes that the unions have "historically and traditionally worked side by side." It resolved that "each craft shall continue to apply the work which traditionally has come under the jurisdiction of that trade, regardless of the type of material used or of the product applied."

Supreme Court rejects move to gut dues formula

The Supreme Court rejected a "right-to-work" group's attempt to render ineffective union shop agreements authorized by the Railway Labor Act and ruled that even workers who claim an exemption from full union dues because of political or ideological differences with the union must pay their share of most union expenses.

At issue was how narrowly the court would apply its earlier decisions dealing with the dues obligations of workers covered by union shop agreements in the railway and airline industries.

A suit financed by the legal arm of the National Right to Work Committee had challenged the dues formula worked out by the Railway & Airline Clerks (BRAC) for a group of employees at Western Airlines who at the time of the suit were covered by a union shop contract.

BRAC had already provided a rebate system covering areas that previous court decisions had established as beyond the union's bargaining-related role, with a public review board to resolve differences. But the suit brought on behalf of the anti-union dissidents sought to limit the required payment to the direct cost of negotiations and contract administration within the bargaining unit.

The anti-union group won a partial victory in federal district court. But the 9th Circuit Court of Appeals sided with the union on virtually all aspects of the case.

The appellate court found that all of the challenged activities "strengthened the union as a whole," making it a more effective collective bargaining agent.

The Supreme Court backed the union position on the principal issues in dispute, but BRAC expressed disappointment with some of the court's interpretations.

The setbacks included a Supreme Court conclusion that the union's organizing expenses had only "an attenuated connection" with collective bargaining and therefore the dissidents didn't have to share in the organizing costs.

Organizing link

It's obvious, BRAC commented, that the degree of organization in a trade or industry has a direct bearing on the ability of organized workers to negotiate improved wages and working conditions.

The union also questioned limitations on litigation expenses in calculating required dues payments. In another controversial aspect, the court said the union's rebate procedure should either be modified by being handled through an interest-bearing escrow account or replaced by a system of reduced dues for the dissidents.

But the Supreme Court rejected entirely the attempt by the anti-union group to exclude a broad range of other union activities.

One target of the suit was the use of dues money for union convention expenses. But conventions are a necessary element of a union's activities, the Supreme Court affirmed, "and seem to us to be essential to the union's discharge of its duties as bargaining agent."

The Supreme Court noted that BRAC already exempted a portion of union publication expenses dealing with political issues from the obligatory dues formula. That adequately met the court test, the Supreme Court said. It noted the variety of articles in BRAC's monthly magazine dealing with negotiations, contracts and other matters of concern to members.

The Supreme Court's conclusion was that "the magazine is important to the union in carrying out its representational obligations and a reasonable way of reporting to its constituents."

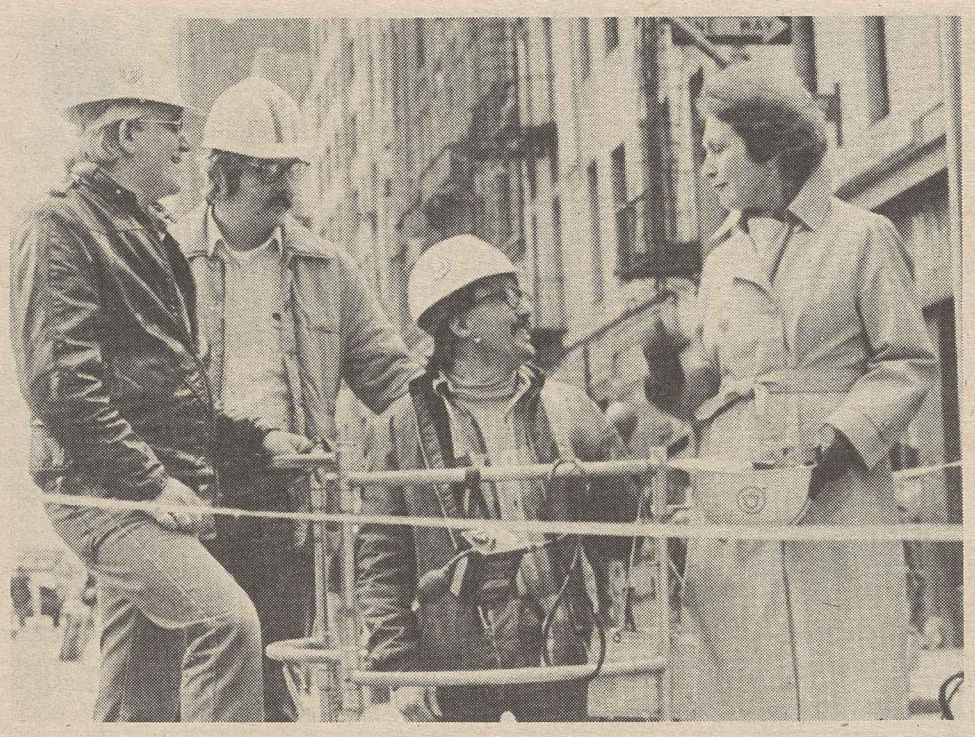
The anti-union group had even challenged modest union expenditures for social activities such as refreshments at union meetings. The Supreme Court dismissed such nit-picking, declaring that such modest expenditures, while "not central to collective bargaining," were "sufficiently related to it to be charged to all employees." Besides, it creates "a more pleasant environment for union meetings," the decision noted.

The court didn't deal directly with the small sum involved in the $300 death benefit BRAC provides, but suggested that the dissidents didn't have much of a claim for a refund since they had received a form of insurance protection for the period covered by their dues.

Free riders

The Supreme Court reiterated that the "essential justification" for the decision of Congress to allow the union shop in industries covered by the Railway Labor Act—even in states with "right-to-work" laws—"was the desire to eliminate free riders—employees in the bargaining unit on whose behalf the union was obligated to perform its statutory functions, but who refused to contribute to the cost thereof."

Therefore, the Supreme Court concluded, "objecting employees may be compelled to pay their fair share of not only the direct costs of negotiating and administering a collective bargaining contract and of settling grievances and disputes, but also the expenses of activities normally or reasonably employed" to implement a union's role as exclusive bargaining representative.



On location, America Works host Marie Torre interviews CWA members who work for New York Telephone.

Public TV bookings grow for America Works series

The Labor Institute of Public Affairs reached an accord with a public television syndication service that will bring the "America Works" program series to at least 80 cities by the end of this year.

Under the agreement, the Inter-Regional Program Service will begin broadcasting the America Works series by satellite to PBS stations participating in the service. IPS consists of several hundred public television affiliates which formed the system as a way to obtain syndicated programming from sources other than the PBS network.

To date, about 60 stations have indicated that they will pick up the first 12 weekly America Works segments beginning in mid-June. Those programs, produced by LIPA, were previously broadcast during 1983 on 36 commercial stations across the country.

Nearly 80 PBS affiliates have said they will include six new episodes of the half-hour public affairs program in their weekly schedules. Those segments will be available for broadcast the first week in September.

LIPA, the AFL-CIO's television production and planning arm, said a full list of stations, dates and times for America Works programs will be available in May.

Nick DeMartino, LIPA's director of marketing and distribution, said that in many cities, local labor support was a key factor in persuading the area's public broadcasting channel to schedule America Works.

DeMartino pointed out that through the agreement with IPS, America Works will become the most widely broadcast public affairs program on public television outside of those distributed directly by PBS.

He said that the enthusiastic response of public stations is "a tremendous vote of confidence in the program, but even more important, it is a recognition of the fact that labor has long been under-served by American television."

Newsletter planned

DeMartino also said that LIPA is planning a newsletter, Relay, which will provide information on the institute's programs and services for labor organizations. It will include a section reporting on how unions and other labor groups are making effective use of electronic communications.

Those techniques also include programming produced by AFL-CIO affiliates and made available to public television. Among them are the "Inside Your Schools" series produced by the Teachers which focuses on major issues in American education, and public affairs specials such as "Facing the Future: Working Women in Tomorrow's World," produced by the State, County & Municipal Employees for use by public and commercial television.

LIPA has also established an office in Los Angeles to begin developing labor-oriented entertainment programming. LIPA's representative in that office will be Harvey Kahn, who was formerly director of publicity and public relations for the Disney Channel, a pay television service.

Maritime Union reaches accord on dry cargo pact

The National Maritime Union has reached agreement with the operators of deep sea dry cargo ships on a new three-year contract that continues existing pay and benefits. It includes a one-time opportunity to reopen the agreement if industry conditions improve during the contract period.

NMU President Shannon J. Wall said the same terms would be "left on the table" for tanker companies, which have been insisting on a 7.5 percent pay cut and a reduction in vacation time and payments.

Contracts expire

The dry cargo pact, subject to ratification by NMU members, was the result of early negotiations with the Maritime Service Committee of ship owners. The existing contracts for both dry cargo vessels and tankers expire on June 15.

Wall said the union was pleased that the contract assures continued funding of the NMU's Upgrading & Training School, despite the industry's depressed state. It also meets the NMU's demand that operators furnish sea survival suits for all NMU crews by the end of this year.

The contract allows one reopener on wages and benefits during the last two years of the contract.

Wall noted that at various times in the past, the union has "reacted to a sick industry" by not insisting on wage increases.

This year's agreement, he said, is in line with a bargaining strategy "to provide maximum protection for the gains we have achieved over the past decade."

For presidential campaign

Platform proposals stress fairness theme

Birmingham, Ala.—America's workers and their unions called on the Democratic Party to restore fairness in government and mend the economic and social wounds inflicted by the Reagan Administration.

AFL-CIO Vice President Glenn E. Watts told a regional hearing of the Democratic Platform Committee that Reagan Republicans "have substituted special privilege for the general welfare."

Under Reagan, he charged, "poverty in America increased by 40 percent" and "30 million families have been injured by unemployment that was deliberately induced in the name of 'fighting inflation.' "

Watts, who is president of the Communications Workers, testified for the AFL-CIO at the Birmingham platform hearings.

Others who testified included Sec.-Treas. William Lucy of the State, County & Municipal Employees, local, state and regional officers of a number of unions including the Teachers, Plumbers & Pipe Fitters, Government Employees, Rubber Workers, the unaffiliated Mine Workers—and an out-of-work miner whose unemployment compensation benefits and medical insurance protection have been exhausted.

Watts told the committee that slashes in the "safety-net"—programs that were supposed to insulate the most needy from the hardships of Reagan cutbacks—caused the eviction of 450,000 families from their homes because they couldn't keep up mortgage payments.

He cited the rollback in protection under the Occupational Safety & Health Act, the death toll from asbestos and the "25 million workers exposed every day to toxic substances that can kill much more quickly."

The United States was once "a world leader in the fight for safe and clean workplaces," Watts said. Now, "the lives and health of workers are sacrificed to the greater glory of the corporate balance sheet."

Funding need

Watts stressed the need for restoring funding for health services, enacting cost-containment legislation and assuring access to health care for America's unemployed.

"Our aim now should be to begin where the New Deal left off," he urged, calling on the Democratic Party to "place human needs, human hopes and the general welfare at the head of its agenda."

Other witnesses dealt with some of the specific areas of need. Lucy, testifying for AFSCME, pressed for voter registration laws that will make it easier for Americans to go to the polls. He urged renewed consideration to such proposals as postcard registration and registration up to the day of voting.

Lack of general counsel puts NLRB enforcement on hold

The National Labor Relations Board, already under strength because of President Reagan's failure to fill a vacancy that has existed since last August, is now without a general counsel to prosecute violations of federal labor law.

Regional directors can continue to receive and investigate charges of unfair labor practices brought by unions or employers. But the enforcement machinery stops at that point. Only the general counsel can issue a complaint that leads to hearings before an administrative law judge or dismiss a charge as unwarranted.

Term ends

The NLRB has been without a general counsel since the four-year term of William A. Lubbers expired at midnight Apr. 23. The surprise White House choice to replace him was Rosemary M. Collyer.

Collyer, a relatively inexperienced attorney who was named to head the Federal Mine Safety & Review Commission when the Reagan Administration took office, faces confirmation hearings by the Senate Labor & Human Resources Committee before the nomination can be sent to the Senate floor.

Her appointment is as controversial as the others the Reagan Administration has made to put its pro-management stamp on the NLRB, and the AFL-CIO expressed serious concerns when her nomination was announced.

Collyer was only four years out of law school when she was given a Reagan Administration political appointment. She is inexperienced in labor law except for her affiliation with a law firm representing management.

By contrast, Lubbers was a career attorney with the NLRB when he was named to the independent post of general counsel in the Carter Administration.

There was no immediate indication whether the White House would name an acting general counsel, pending a Senate decision on the Collyer nomination.

Handshake opens postal bargaining. Union Presidents Moe Biller and Vincent Sombrotto greet management negotiator Louis Cox.

Postal Service, four unions open '84 contract talks

Continued from page 1

management to "seek correction" of the wage structure.

The current contract expires on July 20, and the law provides for a fact-finding procedure in the event of an impasse, with binding arbitration if an impasse persists 180 days after the start of bargaining.

Strikes by postal workers are illegal under federal law. Nevertheless, they are a possibility if no agreement is reached and the membership so decides, the two union presidents said.

They expressed "guarded optimism" that an agreement can be reached on a new three-year contract "through the process of good-faith bargaining on both sides."

After a wildcat 1970 strike by postal employees in a number of cities, Congress made the U.S. Postal Service a semi-autonomous agency and provided a collective bargaining mechanism for setting pay and most conditions of employment.

Postal workers remain under the federal government retirement program.

The USPS bargaining, covering 600,000 employees represented by the four unions, is the largest contract negotiations with a single employer in 1984.

County sued on sex bias in pay policy

Westbury, N.Y.—The State, County & Municipal Employees are suing Nassau County, N.Y., charging the county government with sex discrimination in its wage policies.

In a suit filed in federal district court, the union charged the suburban New York county with violating the provisions of the Civil Rights Act of 1964 that outlaw wage discrimination.

The action is similar to AFSCME's landmark pay equity victory last year in Washington State when a federal judge found the state guilty of sex-based wage discrimination.

AFSCME President Gerald W. McEntee announced at a news conference here that the union had filed the charges "on behalf of 5,500 people who work in predominantly female jobs in the county government."

Overall, AFSCME represents 14,000 Nassau County employees, about half of whom are women.

The union is asking for both pay upgrades and back pay in the suit. No dollar amount has been set.

McEntee said the union tried for over a year "to work responsibly through collective bargaining to remedy pay disparities that exist between male-dominated jobs and jobs of comparable value and worth which are filled mainly by women."

"Unfortunately," he said, "management hasn't been willing to listen.

Local action

Rita Wallace, president of AFSCME Local 830 in the county, told reporters the local union had filed similar wage and sex discriminiation charges against the county with the Equal Employment Opportunity Commission in November 1983, but the EEOC refused to act.

Wallace said AFSCME had asked the county to undertake a job evaluation study in order to change pay scales, but when the county did nothing, the union conducted its own evaluation using county pay records. The results "confirmed our worst fears," she said.

Although half the county employees are women, "women make up 90 percent of the employees in the lowest pay grades," Wallace pointed out.

She said the survey also found that women are paid less "even though the skill, effort and responsibility required by a female's job is the same or greater than the skill, effort and responsibility required by a male's job."

Moving ahead at 50

Fiftieth anniversary celebration of the founding of the Transport Workers includes a month-long exhibition, titled "Moving Ahead—the TWU at 50." The display at Automation House in New York City features union documents, artifacts and photographs, such as the one above taken in 1951, showing 5,000 TWU members demonstrating for the 40-hour work week. On the platform are former TWU Presidents Michael Quill and Matthew Guinan. New York Gov. Mario M. Cuomo declared Apr. 25, when the show opened, Transport Workers Union Day.

House approves reforms in dock injury benefits

The House approved a labor-endorsed package of amendments to the Longshoremen's & Harbor Workers' Compensation Act, clearing the way for a conference with the Senate, which passed its own version of the bill last year.

At issue is the shaping of a measure that would meet the problem of unexpectedly high costs and unclear definitions under 1972 amendments to the law without taking away basic protections for dock workers injured on the job.

The House bill, which was adopted by voice vote under a no-amendment rule, is preferable to the Senate version, the AFL-CIO said. Legislative Director Ray Denison wrote House members before the vote that it represents "a commendable effort to correct problems and bring proper reform to the inefficiencies" or compensation law and "most importantly safeguard the rights of injured workers in maritime and related industries."

The legislation clarifies coverage, sets a 5 percent cap on the annual increase in benefits and increases penalties for fraud.

Real wages continue slide, consumer prices level off

Workers' real weekly earnings dipped in March for the second month in a row, slipping three-tenths of 1 percent after adjustment for inflation and seasonal factors while consumer prices leveled off.

The decline follows a four-tenths of 1 percent drop in February after the wage index had edged up in December 1983 and this January, the Bureau of Labor Statistics reported.

Over the year, real earnings were up 1.6 percent, but still are below their 1979 level. Expressed in constant, uninflated 1977 dollars, real weekly earnings for nonsupervisory workers on private non-farm payrolls averaged $172.59. In March 1979, such earnings averaged $186.39.

BLS linked the drop in earnings in both March and February to a decline in hours of the workweek. Average hours dipped six-tenths of 1 percent in March after dropping three-tenths of 1 percent in February.

The bureau's consumer price index for urban wage earners and clerical workers (CPI-W) was unchanged in March after a one-tenth of 1 percent increase in February. Over the year, the CPI-W rose 3.5 percent.

By another index—the CPI for all urban consumers (CPI-U) — the March cost of living rose by two-tenths of 1 percent. CPI-W is the index used for indexing social security and some other federal payments and is commonly used as an escalator in collective bargaining agreements. The indexes differ primarily because different factors are used in each to calculate homeownership costs.

Food costs

In the CPI-W index, food prices were unchanged after two months of upward movement. The index for meats, poultry and fish dropped 1.2 percent in March, although the prices for sugar and sweets posted a 1 percent increase. Compared to last year, food prices were up 3.9 percent.

Homeownership costs dropped seven-tenths of 1 percent in March and were down nine-tenths of 1 percent from 1983.

A 4.4 percent drop in heating oil prices contributed to an overall one-tenth of 1 percent decline in energy prices. The cost of gas and electricity fell three-tenths of 1 percent, but gasoline jumped 1 percent. Compared to last year, energy prices averaged 4.6 percent higher.

Utilities other than fuels edged down three-tenths of 1 percent in March, following two months of increases due laregly to boosts in local telephone service charges.

Medical care costs rose four-tenths of 1 percent last month and were up 6.5 percent over the year.

There was a significant increase—1.4 percent in the index for personal and education expenses, including costs such as the cost of tuition and school fees. That index is up 10.3 percent from a year ago.

OSHA trails environmental agency

The Environmental Protection Agency imposed mandatory limits on ethylene dibromide residues in raw grain and grain products and moved to place new restrictions on ethylene oxide, a cancer-causing sterilizer used in hospitals.

But the Occupational Safety & Health Administration continues to proceed slowly on regulation of EDB and is under a court order to produce a final standard on EtO by June 15.

The environmental agency made mandatory the voluntary guidelines it issued in February limiting EDB residues. It also acted to remove the exemption the cancer-causing chemical has had for nearly three decades, thereby permitting the Food & Drug Administration to actively enforce the new regulations.

EDB residues will be limited to 900 parts per billion in raw grains, such as wheat, oats, corn and rice; 150 ppb in cake mixes, pancake mixes and other grain-based foods that must be cooked before serving, and 30 ppb in ready-to-eat products, such as breads, cereals and cookies.

Several states, including Maine, New York, Florida, Massachusetts and California, proposed or enacted more stringent regulations that will not be pre-empted by the EPA rule as some industry groups had sought. The new regulations will provide enforcement policy.

The AFL-CIO Food & Allied Service Trades Dept., said the environmental agency forged its action on EDB in a few months, while OSHA has stalled for more than three years in developing a regulation to sufficiently protect workers.

"The EPA's current limit of 30 ppb for consumers makes a mockery out of the OSHA exposure limit of 20,000 ppb for workers," FAST job safety specialist Deborah Berkowitz charged.

Regulatory reluctance

"OSHA's conciliatory approach to industry and its reluctance to regulate are responsible for its inaction. It will be late this year before OSHA makes a move to protect those remaining workers who are exposed to EDB."

OSHA proposed reducing the EDB exposure limit to 100 ppb. It held hearings in February and expects to issue a new standard late this year.

On the sterilizer EtO, the EPA announced regulations providing for labeling changes by manufacturers of the chemical and modifications to the workplace, such as manually operated valves on gas lines, "capture boxes" to enclose floor drains in rooms that have sterilizing equipment, and improved ventilation systems.

OSHA agreed to publish a final EtO standard by June 15 to meet a deadline set recently by the U.S. Court of Appeals for the District of Columbia. That court in a March 1983 ruling held OSHA had "unreasonably delayed" action on EtO.

The State, County & Municipal Employees, the Service Employees, Clothing & Textile Workers, and District 1199 of the Retail, Wholesale & Dept. Store Union had joined the Public Health Research Group in suing for a standard.

Attorney David C. Vladeck, who represented the health group and the unions in the case, negotiated with OSHA to get the commitment for a final standard by June 15. Vladeck said that if the agency doesn't meet the deadline it could be ruled in contempt of court.

OSHA had proposed lowering EtO exposure levels for workers to 1 part per million, down from 50 ppm. The unions had petitioned for an emergency standard in August 1981, and want the exposure level to be set at 0.5 ppm. OSHA reportedly hasn't cleared the proposed standard through the White House Office of Management & Budget, and some union health and safety specialists have expressed concern that OSHA will weaken the standard's provision on respirators to accommodate OMB's cost-consciousness at the expense of workers.

Anderson, Ellenberger assigned to new posts

Mark A. Anderson has joined the AFL-CIO Dept. of Economic Research as an economist specializing in international trade and investment, and James Ellenberger has joined the Dept. of Occupational Safety, Health & Social Security as a specialist in unemployment insurance, workers' compensation and OSHA.

Both were formerly with the Dept. of International Affairs.

Earlier, Anderson had been a program officer at the Asian-American Free Labor Institute. He joined the AFL-CIO staff in 1976.

Ellenberger had been an Asian affairs specialist since he joined the federation in 1975 after two years with AAFLI.

Union women mobilize for election drive

Continued from page 1

Hutchinson explained the committee's role as an arm of COPE and stressed that its activities would be aimed at reaching women members of AFL-CIO unions and their families.

Kirkland said the Reagan Administration has made women the nation's fastest-growing poverty group—the chief victims of "cutthroat economics."

He assailed the Administration's backsliding on efforts "to promote equality and justice in the workplace" and termed women the "chief victims" of Reagan's reversal of the thrust toawrd equality in American life.

But thanks to "the example and the missionary activity of women trade unionists," Kirkland said, "women workers from coast to coast are asserting that a worker is a worker, a person is a person, and a 40 percent wage gap is 100 percent wrong."

Gender gap

He called the "gender gap" the measure of women's greater dissatisfaction with President Reagan—"not a biological phenomenon, but a moral one."

Kirkland said that women trade unionists—as well as the rest of the labor movement—have the job of putting a stop to "Mr. Reagan's efforts to divide the American people into a privileged upper class and permanent under class of under-paid, under-employed and under-respected people, male and female."

By contrast, Kirkland said, the AFL-CIO has determined to give its "trust and support to a candidate whose record of fairness and respect for the rights of every citizen has fully earned that support: Walter Mondale."

Goals for future activities adopted by the committee include programs to educate union women about campaign issues which are important to their interests. At the same time, the group will work to make sure that candidates on the state, local and national level are fully aware of the concerns of working women.

Political education

The committee said it will stress education programs for union women that document how Reagan policies have directly and adversely effected them.

Much of the committee's activities in cooperation with COPE will be aimed at generating support for Mondale among union women and their families.

The group also set up an organizing subcommittee composed of women COPE directors of AFL-CIO affiliates.

Earlier this year, the committee worked with COPE in preparation of a flyer outlining Mondale's extensive record of support for issues of critical importance to women workers, and the participants discussed plans to publish other materials on women's issues for use by national and local unions and their publications.

The national committee will also work with individual AFL-CIO unions that want to establish similar committees within their own organizations, and the group will work with state and local central labor bodies on political education activities aimed at women union members.

Its next meeting will be June 26 in Washington, D.C.

Never forget

Memorial wreath for victims of the Mar. 25, 1911, Triangle Shirtwaist Co. fire is laid by Ladies' Garment Workers officers at the site of the sweatshop blaze that took the lives of 146 garment workers. The tragedy inspired public support of the union fight against sweatshops. At the memorial site in New York are, from left, Deputy Fire Commissioner James Harding, Rosa Mejias of the ILGWU Education Dept., ILGWU Sec.-Treas. Jay Mazur and Executive Vice President Wilbur Daniels and Fire Chief Herbert Gormley.

State legislative drives seek to regulate video terminals

A grass-roots lobbying campaign by AFL-CIO affiliates succeeded in introducing bills in 10 state legislatures for safety regulations on video display terminals.

The lack of a federal regulation on VDTs prompted the unions to press for state-level action, in much the same way labor campaigned for right-to-know laws on toxic substances in workplaces.

With the number of VDT users expected to increase from the current seven million to 20 million by the end of the decade, unions have called for immediate action to protect and aid the terminal operators.

Spearheading the state-by-state push for legislation are the Service Employees, Newspaper Guild, Communications Workers and the State, County & Municipal Employees. Although the Guild has drawn up a model law on VDT regulation covering rest breaks, eye examinations, VDT design variables and protection for pregnant workers, many of the state bills authorize only study committees to explore the need for regulation.

Maine was the first state to address such legislation and was followed by New York, Connecticut, Massachusetts, Illinois, Ohio, Rhode Island, California, Oregon, and most recently, Hawaii.

In Maine, the legislature authorized the state Bureau of Labor Standards to issue any regulations deemed necessary by a study committee it set up, AFSCME Economist Kevin Murphy reported.

Speedy action vital

Key to labor's push for legislative action is the need to get laws in place "before technology is locked in," Murphy said. Technology will soon reach a point where "we will have a larger battle in getting machines retrofitted," he added.

Guild Research Director David Eisen said there is a high degree of cooperation among unions in the state-level effort to gain VDT legislation. He noted that the unions have been aided by the AFL-CIO state and local central bodies.

Eisen noted that a proliferation of state laws probably would be countered by pressure from VDT manufacturers for a federal law to provide national uniformity.

But a primary concern of labor safety experts is that a weak federal standard could be imposed to preempt stronger state protections. Unions encountered this predicament last year with the Occupational Safety & Health Administration's so-called hazard communication standard dealing with toxic substances.

Additional effort

On another front, unions have been pressing Congress to shape an effective federal measure on VDT safeguards.

David E. LeGrande, CWA's health and safety specialist, testified at House safety and health hearings that VDT operator complaints are centered in the areas of visual, musculoskeletal, job stress and reproductive disorder.

SEIU District 925 Director Jackie Ruff testified on the "truly frightening" increase in health problems of VDT users, especially those related to pregnancy.

House panel calls industry programs vital

Continued from page 1

The bill, whose principal sponsor is Rep. John J. LaFalce (D-N.Y.), also would establish a Federal Industrial Mortgage Association to provide a secondary market for long-term industrial loans made to small-to-medium-sized businesses—comparable to the secondary loan market for home mortgages.

While the report makes clear the Banking Committee's opposition to government action "shoring up inefficient and non-competitive firms," it stressed the need for a diverse economy—with a mix of smokestack and growth industries that can provide "good jobs" for America's workers.

Toll of recessions

After each recession, the report noted, unemployment has been left at a higher plateau than in the previous cycle. The three severe recessions since 1973 have taken a special toll in manufacturing jobs.

A trend to a large number of low-paid service jobs and a smaller number of skilled jobs in high-tech enterprises could polarize the distribution of earnings and push down the nation's standard of living, the committee warned.

The committee majority scoffed at the "magic of the marketplace" justification for the Administration's do-nothing policy and pointed to the many ways in which other countries have used industrial policy to become dominant in some important area.

If once-dominant U.S. industries are picked off one by one, the report cautioned, the United States could be left "as the world's leading producers of intercontinental ballistic missiles and soybeans, while others lead in everything else."

The House Banking Committee earlier approved the industrial strategy bill by a 25-16 vote, with all committee Republicans voting against it.

The division was even closer on the provision for an industrial bank, which the AFL-CIO considers an integral part of the legislation. An attempt to delete the bank was rejected on a 22-20 vote.

Tax relief bill on legal plans backed

Union witnesses urged Congress to continue and preferably make permanent the tax-exempt status of group legal service plans that are increasingly being negotiated as a fringe benefit for workers.

The existing exclusion from taxable income expires at the end of this year. Legislation to make the provision permanent is being considered by the Senate Finance Committee. The House Ways & Means Committee has a bill that would extend the tax-exempt status another five years.

AFL-CIO Legislative Rep. Stephen Koplan said group legal plans—a rarity before the 1970s—have filled a need, helped to keep legal costs down and have generally functioned without abuse.

Also speaking for the legislation were Richard Scupi, director of the legal services plan negotiated by the Auto Workers, and Alan Reuther, the UAW's assistant general counsel.

The effect of forcing workers to pay taxes on the value of the benefits would discourage establishment of group plans and bring in little added tax revenue, Koplan testified.

"Although legal service plans fill a real and important need, their cost is modest," Koplan pointed out.

labor studies

The George Meany Center will offer eight labor studies institutes and workshops during May and June. The schedule:

Arbitration Techniques: Preparation & Presentation, May 6-11—An institute for presentation of mock cases before professional arbitrators. The exercises are videotaped for self-criticism.

Advanced Education Techniques, May 6-11—An institute cosponsored by the AFL-CIO Dept. of Education for labor educators and administrators who coordinate and direct programs.

Computers for Local Unions, May 13-17 and June 24-28—A survey course for unions thinking of buying computers or upgrading present systems.

Organizing Techniques I, May 20-25—A program for full-time union organizers teaching the mechanics of an organizing campaign.

Advanced Editing Skills, May 20-25—Workshop for experienced union editors focusing on layout and makeup, picture editing and headline writing, cosponsored by the International Labor Communications Association.

Occupational Health & Safety Institute, June 10-15—A program that coaches participants in recognizing health and safety hazards, occupational diseases, OSHA standards, rights under OSHA, and on health and safety issues under union agreements.

Institute on Advanced Grievance Arbitration, June 16-22—at the University of Colorado, Boulder, will focus on examination and cross examination of witnesses and the preparation of briefs.

Unions using the George Meany Center for their own staff training programs are Service Employees, May 6-11; Railway & Airline Clerks, May 13-18; Hotel Employees & Restaurant Employees, May 13-18; United Transportation Union, May 12-25, and Boilermakers, May 29-June 1.

The American Institute for Free Labor Development will conduct classes May 6-June 1 for Spanish-speaking trade union leaders from Latin America.

More information on these and other labor studies is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903, or telephone 301-431-6400.

EDITORIALS

The Moral Gap

WOMEN HAVE always worked, and they have always worked for less.

In the earliest days of the republic, women worked alongside men as spinners, weavers, shoemakers and hotel and restaurant employees. They were paid about one-third less than unskilled white males, and one-fifth less than hired-out slaves.

Women began entering government service as clerks during the War Between the States, at half the salaries of men. Nursing became a woman's profession during those same years, not really because women were held to have some divine calling or special gift for healing, but because of what businessmen call their "cost-effectiveness."

For the same reason office work became a female domain over the 30-year period from 1870, when women made up 3.3 percent of the office workforce, to 1900, when they were 75 percent.

In manufacturing, women were the workers most eagerly sought by the New England textile magnates as early as 1800. You may have heard that those employers idealized women. So they did, to the extent that the ideal worker is obedient, submissive and inexpensive.

Women did not always accept this treatment meekly. Women millhands in Lowell, Mass., organized in 1843 to protest wage cuts and speedups. It was 40 years later that the young American Federation of Labor went on record urging "all working girls and women to array themselves under the banner of organized labor" and adopted the principle that "equal amounts of work should bring the same price, whether performed by a man or a woman."

OVER THE CENTURY since then and especially in the last decade, women have grown into a mighty force within the trade union movement.

Women workers from coast to coast are asserting that a worker is a worker, a person is a person, and a 40 percent wage gap is 100 percent wrong.

That assertion must get louder and stronger between now and Election Day. The struggle for equal rights must now move with full force into the political arena. Jan. 20, 1985, must be Ronald Reagan's last day in office.

Thanks to him, women have become the fastest-growing poverty group in America.

For three years, women have been the chief victim of Mr. Reagan's deliberate reversal of the thrust toward equality in American life.

It isn't any wonder that polls indicate that growing numbers of women perceive that fact and resent it.

The so-called gender gap is not a biological phenomenon, it is a moral one.

—From an address by President Lane Kirkland to the AFL-CIO Women Working for '84, Apr. 26, 1984.

Playing Post Office

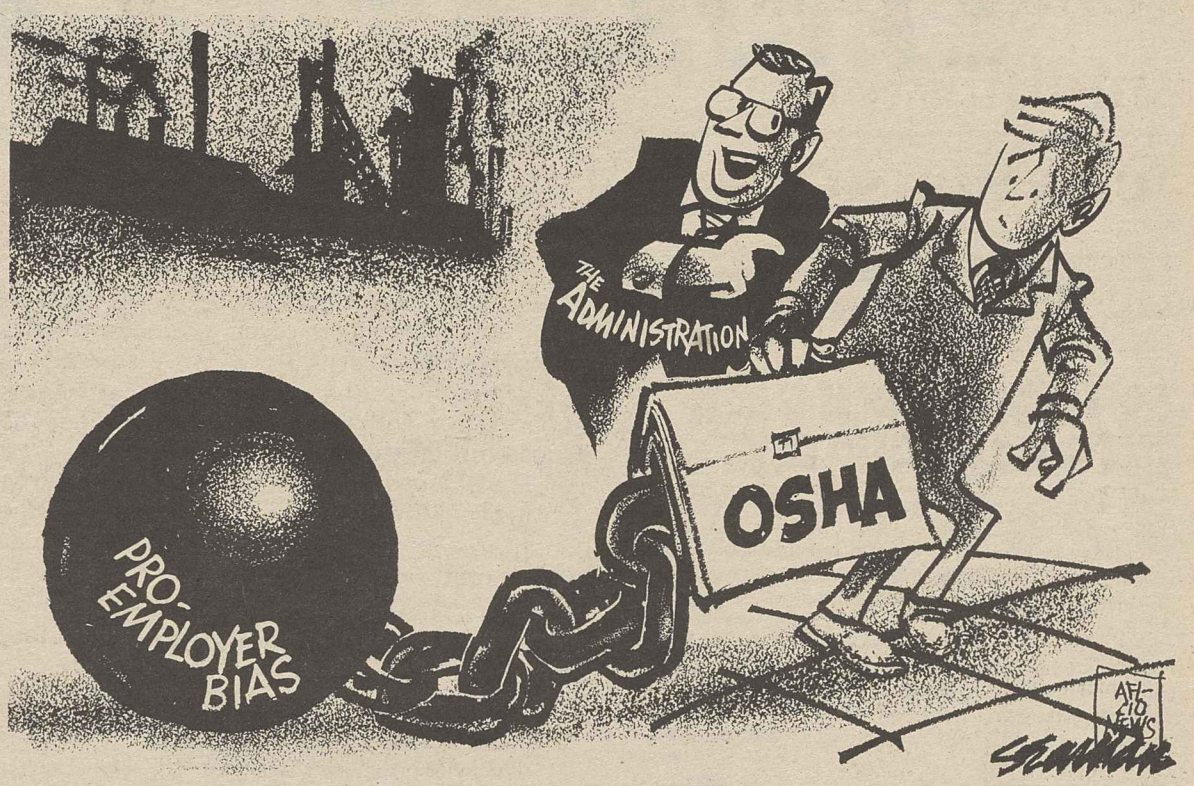
IT'S NOT UNKNOWN for an employer to start the bargaining process with an outrageous demand—a psychological ploy to make a company's bottom line proposal appear more reasonable. And it would be telling no secrets to acknowledge that sometimes even union negotiators indulge in a touch of gamesmanship.

So let's hope that the U.S. Postal Service is not serious in its insistence that postal employees are overpaid and that the purpose of this year's negotiations should be to explore how best to reduce wages scales.

This after all is the same management that bargained the wage package in the existing contract and has been bragging about the productivity increases in the post offices, where fewer workers are processing larger amounts of mail.

The quasi-government postal service is the nation's largest single employer. Fun is fun, but it's time to get down to serious bargaining. Too much is at stake.

'It Comes with the Territory!'



Washington Window

Reagan budget worsens Pentagon's waste, abuse

By Press Associates, Inc.

Cutting the fat off federal government programs to save tax dollars has been a favorite theme in presidential and congressional campaigns for many years.

As a candidate in 1980 and as President, Ronald Reagan vowed to ferret out alleged "waste and abuse" in federal programs. But instead of using a scalpel, Reagan attacked social programs with a meat ax, causing pain and hardship for millions of Americans.

Military spending, however, has been a different story. Instead of curbing the Pentagon waste and abuse, the Reagan Administration has made the situation much worse.

Most Americans accept the need for a strong defense force in a dangerous world. But the trend under Reagan is alarming in terms of the taxpayer, the budget deficit, social programs, the arms race, genuine national defense, and what President Eisenhower called the "influence of the military-industrial complex."

Regarding abuse, the case of the 12-cent Allen wrench, which the General Dynamics Corp. sold to the Air Force for $9,600 each, received national notoriety. Unfortunately, this case of overcharge abuse is by no means unique.

Profiteering

Other cases of profiteering on military contracts, uncovered during congressional hearings, include a 2.4-cent, 3-inch steel pin sold to the government for $7,417; a 13-cent nut sold for $2,043; a 17-cent plastic stool cap sold for $1,118; a 67-cent transistor sold for $814; a $10, 12-foot tape measure sold for $434; and, a $10 pair of needle-nose pliers sold for $221.

In the waste category, expenditures include $1.7 million for five Pentagon executive dining rooms, $6 million for personal servants for the top brass, $3.2 million for veterinary care for the pets of military personnel, $80 million for new furniture (four times the amount spent for the rest of the government), and, $750 million for subsidized military welfare and recreation programs like golf courses and tennis courts.

President Reagan and his budget-cutters are strangely silent about these kinds of waste and abuse. They have ignored the many "sweetheart" deals between the "old boy" network of defense contractors and the Pentagon, and the fact that only 6 percent of Pentagon contracts are awarded through competitive bidding. They've shown scant interest in the huge cost overruns in which 75 weapons systems went over budget—some more than three times over.

Costs doubled

Since Reagan took office in 1981, he has nearly doubled the defense budget. For the fiscal year beginning Oct. 1, Reagan wants to spend $305 billion on defense, an 18 percent hike over this year and nearly one-third of the entire federal budget.

Over the next five years, Reagan proposes to lavish another $1.9 trillion on the military, at a cost to every American family of more than $30,000.

A typical family will work one whole year out of the next five to support uncontrolled military spending.

The large defense budget, compounded by the huge Reagan tax cuts favoring the wealthy, has caused record deficits which have kept interest rates high and endangered economic recovery.

Congress seems to be moving toward the realization that the nation can have a strong military posture without bankrupting the Treasury or mortgaging the future.

Money saved by curbing waste and abuse in the defense budget could be used in part to restore social programs, rebuild the nation's economic infrastructure, strengthen education and put the unemployed back to work.

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LEGISLATIVE ALERT!

Write Your Senators To Protect Your Wages, Benefits against Bankruptcy Abuse

Editorials

BUSINESSWEEK/APRIL 2, 1984

PUT SOME PAIN BACK INTO BANKRUPTCY

There was a time when bankruptcy had something to do with ability to pay one's debts. There was a stigma of failure attached to going bankrupt, together with worry about credit ratings. No more. Congress began to erode such old-fashioned standards with the Bankruptcy Reform Act of 1978. Rushing into bankruptcy is now often the smart thing to do, a legally sanctioned way of walking away from debts, labor contracts, and even lawsuits. What should be a reasonable balance among conflicting interests—the debtor's, his creditors, suppliers, employees—has been turned into wiping the slate clean for a lot of lucky individuals and companies.

The Senate and House are heading toward a conference committee to hammer out the final form of a new bankruptcy statute. Many complicated issues must be resolved, but the conference committee has a chance to move bankruptcy back into more reasonable balance.

The bill the House will take to the committee tackles the special status of labor agreements. The National Labor Relations Act defines the public interest in labor relations as preservation of "industrial peace" through collective bargaining. Accordingly, some courts have ruled that labor contracts were entitled to special status. To break a union pact, those decisions held, a company in reorganization had to show that unless its labor agreements were altered it was likely to fail. A Supreme Court decision in February weakened that test. Now the company has only to show that its labor contract makes successful reorganization more difficult. In addition, the Court held that companies could abrogate labor agreements unilaterally once they had filed for bankruptcy.

The House bill restores the earlier, more stringent test for altering labor contracts. It also requires a company to obtain permission from a bankruptcy court before it can cancel its labor agreement and requires the court to grant a hearing on the matter within two weeks of the bankruptcy filing. These provisions make financial solvency more important to bankruptcy, and they promote the goal of industrial peace. They should be part of the final bill.

Before the 1978 changes, the bankruptcy law included disincentives to such uses of bankruptcy. There was a close link to real insolvency, and managements ran a substantial risk of losing control to court-appointed trustees. Congress should give serious thought to reinstating such penalties. Management's temptation to seek bankruptcy for reasons only remotely connected with financial solvency should be balanced by the knowledge that it may have to pay a stiff price for the protection it wants.

Because Congress' deadline for passage of bankruptcy legislation was extended to May 25, union members still have time to write, send telegrams or phone their Senators urging support for legislation along the lines of the House bill on this issue.

The House bill would prevent companies from breaking union contracts upon filing for Chapter 11 bankruptcy reorganization, and would restore a fair standard for a judge to use in deciding whether a company's financial condition is so poor that contracts must be broken.

Bankruptcy Reform Would Protect Workers --And Responsible Employers, Too

Union employees are not the only ones who would benefit by stopping misuse of corporate bankruptcy to break collective bargaining agreements. As the Business Week editorial, left, explains, responsible employers have an interest in maintaining stable labor relations. When one company breaks its labor contracts and slashes wages and benefits, it gains an unfair advantage over its competitors. Business Week, like the AFL-CIO, urges the Senate to approve the House-passed legislation on corporate bankruptcy.

Members of Congress have told the AFL-CIO that union correspondence is making a good impression, because it shows that union members are aware of and concerned about this issue.

WHAT YOU CAN DO: Urge your Senators to support legislation along the lines of the House-passed bill on corporate bankruptcy reform (mail sample message below to U.S. Senate, Washington, DC 20510).

Let your Senator know you want your union contract protected in bankruptcy law! Print your name, address, and union at the bottom, attach 13¢ postage, and mail

TODAY!

Dear Senator:

MY JOB, HEALTH CARE, PENSION AND SENIORITY ARE THREATENED.

Please put an end to the corporate abuse of bankruptcy to break labor agreements.

I urge you to support and defend collective bargaining language along the lines of legislation recently passed by the House so that no employer will be able to break a labor contract without first getting the permission of a bankruptcy court. And the court can only grant permission if all other efforts to save the company and workers' jobs have failed.

Please let me know how you feel about this vital issue.

Yours sincerely,

Name _____ **Street** _____

City _____ **State** _____ **Zip** _____

International Union _____ **Local No.** _____

WASHINGTON ROUNDUP

RIGHT TO WORK (FOR LESS) COMMITTEE WANTS FEDERAL POLICE ON PICKET LINES; AFL-CIO TO TESTIFY ON HOBBS ACT

Sen. Charles Grassley (R-IA) and the employer-front National Right to Work outfit are planning hearings on legislation to amend the Hobbs anti-extortion act in order to bring the federal government into the business of policing strikes. Under Grassley's bill, union members involved in picket-line confrontations would be subject to tough federal penalties, instead of facing state and local laws as is now provided.

It is ironic that unions have to defend themselves in Congress while violence against hotel-casino strikers in Las Vegas has been so brutal, Federal District Judge Robert Foley said in court, "I thought the Hilton Hotel security guards acted like labor goons in the 1920s; it was gruesome to see."

WHAT YOU CAN DO: Urge your Senators to oppose S. 462, the unfair Hobbs Act amendments.

MORE OUTRAGES AND SCANDALS FROM REAGAN OSHA

Reagan OSHA Chief Thorne Auchter dismissed $12,680 in penalties against a Kansas construction company, then resigned at OSHA to become president of that firm's parent company.

Auchter reportedly demoted Denver OSHA Chief Curtis Foster because Foster subjected the Adolph Coors Co. to health inspections. Joseph Coors is a close friend and supporter of President Reagan. Auchter angrily told Foster, "The Coors Company are influential people," according to Foster.

Steelworker Raymond Dean of Winslow, Maine was killed after falling from the frame of a boiler under construction. The Reagan OSHA cited the company for failing to provide adequate safety nets and proposed a fine--of $300. A fine that small is a cruel joke; it means nothing on a $98 million job.

And finally, the Reagan Dept. of Labor will propose new rules to expand the hours that 14- and 15-year-olds may work. The Administration tried this once before and was forced to withdraw the proposal after a storm of criticism.

SENATE PANEL TO CONSIDER DOMESTIC CONTENT BILL

Senate hearings on S. 707, the domestic content bill, will begin May 16. AFL-CIO President Lane Kirkland and United Auto Workers President Owen Bieber will testify in strong support of this legislation. The House passed the content bill last November.

The content bill would require foreign auto and truck manufacturers with large sales volume in the United States to produce increasing portions of their vehicles in this country. For example, Toyotas sold here currently have a U.S. content of about five percent. If the content bill were law, Toyota would be required to boost that to 67 percent by 1987. Honda and VW/Audi/Porsche, with lower U.S. sales volume, would have to reach about 36 percent U.S. content.

The United States is the only nation that has allowed devastation of its basic industries; Japan and West European nations impose stiff taxes, quotas and regulatory barriers on auto imports.

WHAT YOU CAN DO: Urge your Senators to support S. 707, the domestic content bill. Particularly important are members of the Senate Commerce Committee, listed below.

SENATE COMMERCE COMMITTEE

Republicans	Democrats
Packwood (OR)	Long (LA)
Goldwater (AZ)	*Hollings (SC)
Danforth (MO)	Inouye (HI)
Kassebaum (KS)	*Ford (KY)
Pressler (SD)	*Riegle (MI)
Stevens (AK)	Exon (NE)
Gorton (WA)	Heflin (AL)
Kasten (WI)	*Lautenberg (NJ)
Trible (VA)	

*Cosponsor, S. 707

AFL-CIO news

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MEMO FROM COPE

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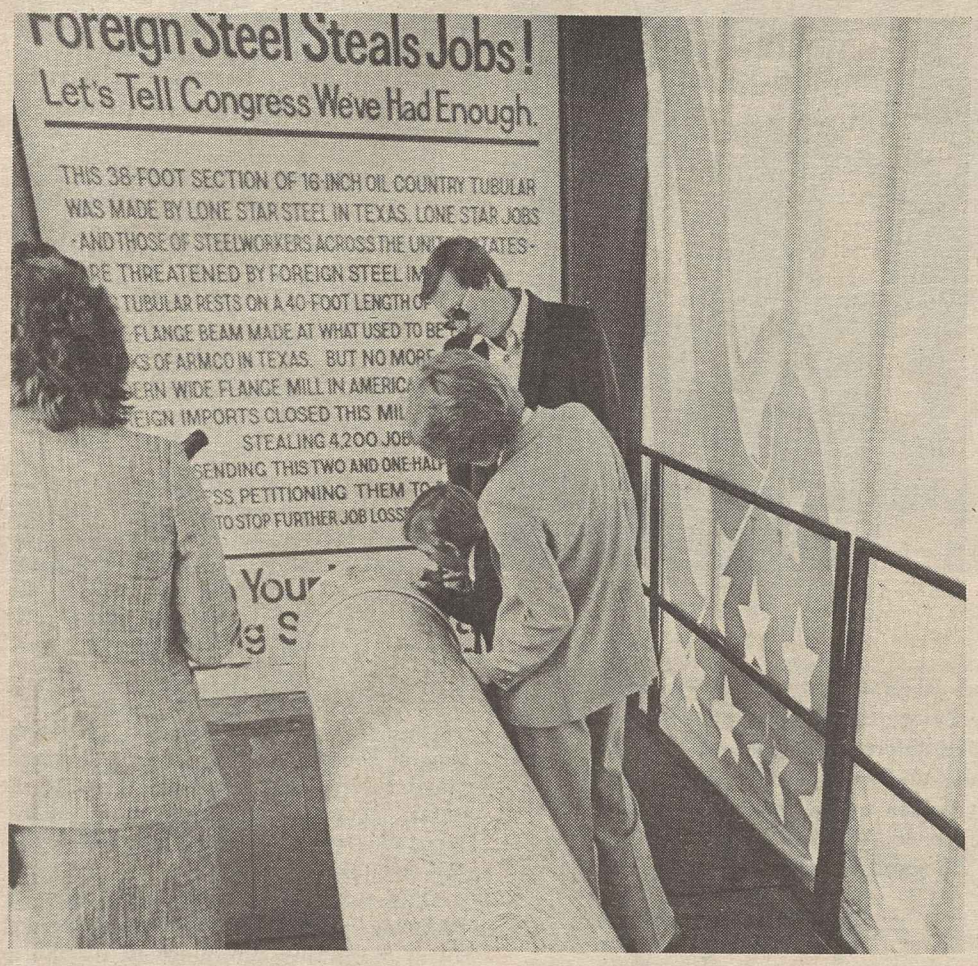

Rolling steel petition

Thousands of names are signed on this 38-foot section of pipe which made a 5,500-mile, 17-state journey to petition Congress to pass the Fair Trade in Steel Act, setting import quotas on steel. The Steelworkers and the American Iron & Steel Institute sponsored this "rolling steel" petition which left Houston Mar. 8. Imports have cost more than 200,000 jobs in the steel industry and forced the closing of numerous plants.

Las Vegas strikers win breakthrough with Hilton accord

Las Vegas, Nev.—Striking hotel workers have reached agreements with Hilton hotels here, cracking a stonewall attempt by an employer association to force them to swallow stiff concessions.

The four unions that began the strike against 32 Las Vegas hotel-casinos a month ago announced tentative settlement of new four-year pacts with Hilton, the leading employer in the dispute.

Negotiators for the unions—Bartenders Local 165 and Culinary Local 226, of the Hotel Employees & Restaurant Employees, Musicians Local 369 and Stage Employees Local 720—were still at the bargaining table working out specific contract language as the AFL-CIO News went to press.

The hotel chain, which operates the Flamingo and Las Vegas Hilton, broke ranks with other employers in the Nevada Resort Association earlier. Hilton dropped demands for wage and benefit cuts and for damaging changes in work week guarantees and work rules and began to bargain separately with the unions.

Meanwhile, picketing continued as the locals pressed the strike against hotels employing the rest of the 17,000 strikers.

Union strategy

Separating the bargaining with Hilton and other major hotels from the resort association was a key element of the unions' strategy. The association had openly boasted that it planned to use a perceived "anti-union climate in the nation" to press its takeaway demands.

The settlement with Hilton could spur progress in talks with other major resorts, such as Caesars Palace, the unions said. Hilton is the largest employer in the dispute and its two hotels account for 10 percent of the hotel rooms in the city.

Earlier, the unions signed contracts with 24 other major hotels in the city which have remained open.

But the unions are concerned that the strike could drag on against other hotels in the resort association, led by the Summa Corp. which owns five of the struck hotels.

Striking workers continue peaceful picketing at the struck hotels, but an Apr. 28 march through downtown Las Vegas by 2,000 strikers, their families and supporters was marred when police arrested 111 demonstrators.

The number of arrests in the month-long walkout now tops 600. The unions have filed suits in federal and state courts charging that local authorities have violated strikers' civil and constitutional rights and challenging court orders that have restricted peaceful picketing.

The four unions are seeking $80 million in damages against Clark County and the hotels because of violent incidents against workers involving police and private security guards. The unions are also charging that strikers and other demonstrators were mistreated after being arrested when they were put into a roofless "bullpen." They are also questioning the conduct of a state judge who set bail as high as $20,000 for some union members arrested during a peaceful demonstration.

As the strike enters its second month, contributions to the strike assistance fund have helped the unions set up a "Victory Food Bank" that has distributed more than 100,000 pounds of supplies.

In a separate action, the Las Vegas unions set up a trust fund to aid Jim Turner,

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Curbs on shoe imports pushed to save industry

By David L. Perlman

AFL-CIO President Lane Kirkland joined unions and employers in the import-battered shoe industry in seeking emergency government action to prevent further loss of jobs and stop a wave of plant closings.

Kirkland told the government's International Trade Commission that the United States can't afford to lose another manufacturing industry and the damage already done represents an "American tragedy."

He appeared with President William H. Wynn of the Food & Commercial Workers and Sec.-Treas. Jacob Sheinkman of the Clothing & Textile Workers in support of a joint union-industry petition for import relief.

The ITC's decision on the petition "could mean life or death to an entire industry," Kirkland stressed.

The two unions, representing about half the workers in the nation's nonrubber footwear industry, are seeking temporary import quotas "to salvage what is left" of what was once a major and stable source of employment for Americans.

As Wynn told the ITC wryly, "We used to represent a lot more workers."

Back in 1960, the industry employed 100,000 more workers than it does now. In 1968, when imports were only marginally expanding their market share, U.S. factories turned out twice as many pairs of shoes.

Reagan action

In 1977, when imports had risen to 47 percent, the government negotiated some relief through four-year marketing agreements that in effect set quotas on imports from Korea and Taiwan. But three years ago, President Reagan rejected a unanimous recommendation from the Trade Commission for a continuation of import curbs. Since then, another 20,000 jobs have been wiped out. Imports last

Continued on Page 4

U.S. trade deficit widens to worst first-quarter rate

The nation's merchandise trade deficit continued to widen in March, climbing to $10.26 billion over the month and posing a serious threat to the economy.

The huge rise in the deficit was the third consecutive monthly record, and capped the worst quarterly trade performance on record. The trade gap between the United States and its trading partners in the first three months of 1984 totaled $119.3 billion at an annual rate, compared with an $89.1-billion pace in the fourth quarter of last year.

The February deficit was $10.09 billion. In March 1983, it was $3.7 billion. Imports in March surged to a record $27.99 billion, up 2.5 percent from February's level of $27.3 billion and 37 percent higher than the $20.39-billion level of March 1983.

Jobs affected

The government estimates that each $1 billion in sales lost to foreign traders deprives the United States of about 25,000 jobs that would otherwise exist.

One reason for the trade problem is the large federal budget deficit drafted by the Reagan Administration. The government's huge credit needs help keep interest rates high and this in turn attracts foreign funds to the United States, which bid up the value of the dollar, making imports cheaper and exports more expensive.

Court blocks vote on ITU merger

San Francisco—A federal district judge has ordered an indefinite delay in the membership referendum that was scheduled for May 16 by the International Typographical Union on a proposal to merge into the unaffiliated Teamsters.

In issuing the temporary injunction, U.S. District Judge Thelton E. Henderson indicated that it would remain in effect at least until resolution of challenges to the conduct of last fall's ITU officers' elections.

Robert S. McMichen was the winner of the contest for president in the ITU voting, defeating the incumbent, Joe Bingel, by nearly 5,000 votes. But the union's canvassing board set aside the election and seated Bingel pending the outcome of challenges by both sides. Bingel favors merger with the Teamsters while McMichen supports continued efforts by the ITU to reach a merger agreement with another AFL-CIO union.

Election challenges

Similar election challenges were made concerning the contests for two of the vice presidencies, yet the canvassing board in those instances seated the winners. The net effect was to leave the five-member executive council unanimously in favor of merger with the Teamsters.

For the presidential contest, a rerun election was ordered to be held "sometime after Mar. 31, 1984." However, the contested ITU executive council announced on Mar. 21 that it had approved a merger document with the Teamsters and scheduled a membership referendum on that issue for May 16.

In blocking the merger referendum, Judge Henderson said that if it were held and the merger approved, the rights of six ITU members who sued for the injunction could be irreparably damaged by changes that would occur immediately in the ITU's nature and structure.

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5/5/84

SAG's golden anniversary

"I'm proud to be an actor. Here's my union card," some 250 members of the Screen Actors Guild sing out in the finale to SAG's "50th Anniversary Special" scheduled for broadcast on CBS television May 28, beginning at 9 p.m. EDT. The two-hour variety show features original songs, skits, dances and production numbers that celebrate the life of an actor and trace the history of the union. Among the performers are hosts Ed Asner, who is SAG president, and Elliott Gould, Richard Dreyfuss, Martin Sheen, Cicely Tyson, Chevy Chase and Henry Winkler. The show, taped before an audience of more than 2,500 other performers and their guests, was produced as part of the union's golden anniversary observance. SAG was founded on June 30, 1933, in Hollywood, Calif. SAG's 50-year Life Members were special guests at the performance.

Kirkland cites votes of unionists as significant factor in campaign

Houston — Heavy turnouts by union members in primaries and caucuses—and their backing of Walter Mondale—are making a significant difference in his campaign to win the Democratic presidential nomination, AFL-CIO President Lane Kirkland declared at a rally wrapping up the federation's 1984 regional conferences.

In a speech to more than 1,000 unionists at the rally here, Kirkland stressed that when the AFL-CIO endorsed Mondale at its 1983 convention "we never said or pretended that we could 'deliver' our membership to any political candidate."

Diverse membership

Union members, Kirkland asserted, "are not cattle to be herded from one political corral to another. They are thinking, feeling and complex individuals—free men and women—who are as diverse as the vast population of Americans who work for a living."

The AFL-CIO did say that it would inform union members of the issues, their stake in them and where the candidates stand on them, and that it would urge members "to participate fully in the political process at every level," Kirkland noted.

He said the record clearly shows that "where our members were fully informed and turned out in substantial numbers, they chose Walter Mondale, and they made a difference."

The rally on behalf of Mondale's candidacy topped-off the two-day conference that drew union leaders from Arizona, Arkansas, Colorado, Idaho, Louisiana, Mississippi, New Mexico, Oklahoma, Utah, and Texas. It was the last of a series held country-wide this spring with local union members and officers, including state and local central labor body officials.

The first day of the meeting consisted of workshops focusing on legislative and political action skills, COPE programs, and AFL-CIO headquarters activities.

While attendance at the workshops was by invitation to local leaders, the rally for Mondale was open to union members and their families throughout the area.

In his speech at the rally, Kirkland took aim at Sen. Gary Hart's campaign rhetoric that has painted Mondale as being "in debt" to organized labor.

Kirkland was sharply critical of the Colorado senator's characterization of labor as a "special interest group," and he called Hart's remarks "the very same knee-jerk buzzwords . . . heard so often from Republican, right-wing candidates."

What is needed, Kirkland said, is a candidate like Mondale who understands the plight of workers and their families, and "not one who sneers at them as a 'special interest.' "

All that labor has asked of a Mondale Administration, Kirkland stressed, is that he uphold and defend the Constitution and the nation and "faithfully discharge the duties of the office of President of the United States—with particular reference to that section of the Constitution that requires our government to provide for the common defense and for the general welfare, including that of working people."

AFL-CIO Sec.-Treas. Thomas R. Donahue called the enthusiastic turnout at the rally "a testimony" to the determination of union members "to do everything that is necessary to insure that workers' voices are heard—once and for all—in this election year, and to insure that our members and all Americans focus on the real issues in this campaign—including the principal issue of who can run this country best."

Endorsements

Participants also heard strong endorsements of Mondale's candidacy from Rep. Mickey Leland, a Democrat whose district includes Houston, and from New Mexico Gov. Toney Anaya and Texas State Sen. Lloyd Doggett. Doggett has been endorsed by the State AFL-CIO for the Democratic nomination for the U.S. Senate seat being vacated by Republican John Tower.

AFL-CIO Vice President Barbara Hutchinson urged union members to back Mondale's candidacy and stressed the importance of support from minority union members. Hutchinson, director of women's activities for the Government Employees, is co-chair of AFL-CIO United Black Labor for '84 and vice chair of AFL-CIO Women Working for '84.

Prior to the rally, black and Hispanic union leaders held a news conference to outline registration and get-out-the-vote campaigns aimed at minority union members. Taking part were State, County & Municipal Employees Sec.-Treas. William Lucy, a co-chair of AFL-CIO United Black Labor for '84; Railway & Airline Clerks Vice President Jack F. Otero, executive vice president of the Labor Council for Latin American Advancement; and Joan Suarez, president of the San Antonio AFL-CIO Council, who is also a member of the AFL-CIO Women Working for '84 committee.

Song swap slated

The 1984 "Great Labor Song Exchange" is slated for June 3-5 at the George Meany Center for Labor Studies in Silver Spring, Md.

The workshop, open to all union members, is designed to teach labor history through music and as an exchange of old and new labor songs.

Participants will learn labor songs for use in organizing, picketing, at union meetings, demonstrations and rallies. The emphasis this year will be on the issues in the 1984 elections.

The song exchange program was launched in 1979 by singer Joe Glazer and folk historian Archie Green. The 1984 program is sponsored by the Labor Heritage Foundation, which is chaired by Glazer.

Registration for the program is $25, and participants may apply for room and board at the Meany Center. The rates, which include three meals daily, are $50 a day for double or $65 a day for single accommodations.

Information on the program and registration forms are available from the Labor Heritage Foundation, 815 Sixteenth St., N.W., Room 301, Washington, D.C. 20006, or by calling 301-652-0393.

Reagan names Labor Board acting counsel

Appointment of Wilford W. Johansen as acting general counsel of the National Labor Relations Board ended an extraordinary situation in which the agency was unable to prosecute violators of fedaral labor law for a while.

The NLRB lost that authority at midnight Apr. 23, when the four-year term of general counsel William A. Lubbers expired, and President Reagan failed to name an interim appointee. The authority was restored Apr. 27 with the White House announcement of the appointment of Johansen, director of one of the NLRB's two regional offices in Los Angeles. He will fill the post until Senate confirmation of a permanent nominee.

Reagan has nominated Rosemary Collyer, a relatively inexperienced attorney, as his choice for the $69,000-a-year job. The Senate Labor & Human Resources Committee is scheduled to consider the appointment May 9, but the entire confirmation process may take much longer.

Enforcement lacking

Until Johansen's designation as acting general counsel, NLRB regional directors could receive and investigate charges of unfair labor practices brought by unions or employers. But the enforcement power was lacking.

Only the general counsel can issue a complaint that leads to hearings before an administrative law judge or dismiss a charge as unwarranted.

Johansen, 56, joined the NLRB in 1958, and was named director of NLRB's Region 21 in Los Angeles in 1971. Before that, he had served as deputy assistant general counsel in Washington. A native of Salt Lake City, he is a graduate of Idaho State College in Pocatello. He received a law degree from George Washington University Law School in 1957.

By law, an acting general counsel must be appointed by the President and be an NLRB employee.

Collyer's appointment is as controversial as others the Reagan Administration has made in what the AFL-CIO charges is an effort to transform the NLRB into a pro-management tool. She is inexperienced in labor law except for her affiliation with a law firm representing management.

By contrast, Lubbers was a career attorney with the agency when he was named to the independent post of general counsel in the Carter Administration.

Hilton reaches Las Vegas pacts with four unions

Continued from Page 1

a 23-year-old waiter who was struck and severely injured when a security guard's car crashed through the picket line at Caesars Palace on Apr. 4.

Although Turner was hospitalized with internal injuries, a broken collar bone and broken pelvis, the driver of th car was not cited.

The AFL-CIO assistance fund was launched soon after the strike began to channel contributions from other affiliates to the Las Vegas unions. The struck hotels remain on the federation's unfair list.

The striking unions cited demonstrations in several major cities outside banks and other firms connected financially with Hilton as helping to pressure the chain to negotiate. The demonstrations were coordinated by the AFL-CIO Food & Allied Service Trades Dept.

Similar efforts against other owners were stepped up, including a demonstration by 200 strikers who traveled from Las Vegas to Phoenix to march outside the offices of Del Webb, Inc., and Ramada Inns, operators of other major hotels involved in the dispute.

At Tokyo meetings

UAW presses case for import restraint

Tokyo—Continued voluntary restraints on Japanese automobile exports to the United States are "absolutely necessary" to prevent further erosion of U.S. auto employment and to reverse the growing trade imbalance between the two countries, Auto Workers President Owen Bieber told the International Metalworkers' Federation (IMF).

Speaking to the 180 union leaders attending the IMF World Auto Councils meeting, Bieber said the trade friction between the two countries over the $22 billion trade imbalance "cannot be resolved unless the auto problem is resolved." He noted that $15 billion of that deficit relates directly to Japan's export of automotive products to the U.S.

The auto councils' delegates to the Tokyo meeting represent workers employed worldwide by Nissan, Toyota, Honda, Mazda and Mitsubishi.

Bieber also addressed the Foreign Correspondents' Club and met with Japanese Prime Minister Yasuhiro Nakasone to express the concern of U.S. workers over the trade deficit.

In the session with the foreign correspondents, Bieber countered the impression that the U.S. auto industry "is back on its feet and ambling merrily along toward ever greater heights of employment and production." He stressed that employment by the major U.S. auto firms is still 200,000 jobs less than in 1979, and he termed the recent huge bonuses and salaries being paid to U.S. auto executives as "indicative of nothing more than greed and short-sightedness" because it conveys a false notion of the industry's condition.

Bieber said the big profits of the U.S. firms "are largely a result of a model mix heavy on big cars," a sales boom that "cannot be sustained indefinitely."

He accused the U.S. firms of not preparing to supply the small car market with domestically produced vehicles and called the growing reliance on foreign parts and finished vehicles by the American firms "nothing short of disastrous for the U.S. economy and U.S. workers."

Content legislation

Pointing to the plan of General Motors to import a half-million small cars from abroad—more than it currently sells—Bieber stressed the critical need for passage of domestic auto content legislation which is now pending in the Senate.

He told both the auto councils and the foreign correspondents that the UAW is willing to work out constructive arrangements with Japanese auto manufacturers that invest in U.S. production plants. However, he scored Nissan and Honda for attempting to bypass the UAW in its U.S. operations.

He said these two firms "would never dream of trying to operate" non-union plants in Japan, yet by refusing to cooperate with the UAW in America, they are "sowing the seeds of a long-term adversarial relationship. . . ."

Bieber described his meeting with the Japanese prime minister as "cordial, constructive and direct." He explained the urgency of expanding Japanese auto investment in the U.S. and told the prime minister that despite some movement toward increased American production, more than 90 percent of the value of Japanese cars sold in the United States continues to be produced in Japan—a situation Bieber termed "unacceptable" in regard to the trade deficit and U.S. joblessness.

International solution

Bieber, who is president of the IMF World Auto Council, told delegates to the Tokyo meeting that the growing "internationalization and intensification of global competition" promotes tension among workers and unions. "There is only one answer to the international power of corporations, and that is the international power of trade unions," he declared.

He stressed the need to reduce the work week as a pre-eminent goal of bargaining for autoworkers worldwide. The introduction of new technology and the "realities of the international economic crisis will mean massive economic dislocation, unless working time is reduced," Bieber warned.

A trade lemon

President Reagan's trade negotiator is sacrificing the jobs of American auto workers by announcing that the United States won't seek renewal of Japan's "voluntary restraint" on auto exports, UAW President Owen Bieber said.

Trade Rep. William E. Brock used big bonuses of auto executives to justify the action, but Bieber said the effect would be to "punish workers for the sins of their bosses." And for General Motors, which was the biggest offender, lifting of restraints will pave the way for its plans to import small cars from Japan, he noted.

More than two-thirds of the nation's trade deficit with Japan stems from auto sales. The Administration should be pressing Japan to build more cars in this country instead of opening the door to unrestricted imports, Bieber said.

For outstanding service

The 1984 United Way Joseph A. Beirne Award for outstanding service is presented to Philadelphia AFL-CIO Council President Edward F. Toohey by AFL-CIO Community Services Director Walter Davis. The honor, named for the late president of the Communications Workers, is presented annually by the agency to a union officer or member who has exhibited outstanding and dedicated service to the community and United Way. The presentation was made during the agency's Volunteer Leaders Conference in New York.

Hobbs Act changes fought as bid to undermine unions

The AFL-CIO urged the Senate Judiciary Committee to reject a new attempt to amend the Hobbs Act so that a federal anti-racketeering law could be turned into a weapon against unions and union members.

With support from the anti-union National Right to Work Committee, Sen. Charles E. Grassley (R-Ia.) has introduced legislation to nullify a 1973 Supreme Court decision that the Hobbs Act wasn't intended to apply to misconduct incidental to a legal strike.

The Supreme Court was right, AFL-CIO Special Counsel Laurence Gold told the Judiciary Committee. The Hobbs Act was passed to deal with the use of force or threats for criminal extortion. As the court noted in its decision, applying its heavy penalties to a strike for better wages and working conditions could mean 20 years imprisonment for "the worker who threw a punch on the picket line, or the striker who deflated the tires on his employer's truck."

Gold told the Judiciary Committee, at a hearing at which Grassley presided, "that neither the AFL-CIO nor any of its affiliates condones picket line misconduct." Any assault or willful destruction of property should be punished if proven, "during a labor dispute or at any other time," Gold said.

But such wrongdoing, where it occurs, is "almost without exception effectively dealt with by the state and local authorities," he stressed.

He termed the Grassley bill's extension of the Hobbs Act to legal labor disputes "unnecessary and unwise." Further, Gold contended, arming the federal government to intervene in a dispute "on the employer's side alone" is unfair to workers.

Proposals to amend the Hobbs Act have been a perennial issue in Congress, and Gold took note of the manner in which the anti-union groups have pushed for legislation through "a public relations campaign to malign the millions of American workers who are union members and the labor movement."

Clear objective

Their clear objective, he said, is "to undermine unions and collective bargaining and to raise money for their union-busting efforts."

Gold told the panel that the advocates of the Hobbs Act amendment bear the burden of demonstrating that the legislation addresses "a serious national problem" that states and localities haven't been able to handle.

But the fact is, he stressed, that the states and localities are meeting their law-enforcement responsibilities. And despite an attempt in the language of the Grassley bill to appear even-handed, there is no practical way in which the proposed expansion of the law could be used against employers who engage in violence against strikers or pickets.

Gold reminded the committee also that such serious crimes as arson and bombing are already under federal jurisdiction and can be prosecuted under federal law whether committed by union members, employers or third parties.

First-quarter wage pacts average 3%

Major collective bargaining agreements negotiated during the first quarter of 1984 will yield average wage increases of 3 percent in their first year and 3.4 percent annually over the life of the settlements, the government reported.

The 3-percent average first-year increase compares with a 4-percent rise negotiated in the final quarter of last year and a 2.8-percent increase for all 1983 settlements. Cost-of-living adjustments are not included in the figures.

Concessions cited

In reporting on the first-quarter wage settlements, the Bureau of Labor Statistics noted that about 20 percent of the workers involved were subject to concession agreements for the first year. Wages were unchanged for half this number and cut for the other half.

The remaining 80 percent of workers in this group had wage increases averaging 5.1 percent in the first contract year.

The first-quarter bargaining covered 322,000 unionized workers in units of 1,000 or more. The three-month period, Jan. 1 to Mar. 31, is typically a period of relatively light bargaining.

Workers subject to pay decreases were equally divided among three industries—construction, food stores, and airlines. Increases in later years will more than fully restore the cuts for airline employees and three-fifths of the food store workers, BLS observed.

In all of last year's contract settlements, wage concessions affected 37 percent of the workers covered—22 percent continuing at their old rates and 15 percent receiving wage cuts. Most of the 1983 concessions came during the early part of the year.

The results of the first-quarter 1984 negotiations reflect the severe impact of the long Reagan Recession. The last time the same parties bargained—two or three years ago in most cases—wages were increased an average 9 percent in the first year of the pacts and 8.1 percent yearly over the contract term.

The BLS report also covers total employer compensation—wages and fringe benefits—to be paid under contracts covering 5,000 or more workers. During the first three months of this year, workers under these key pacts negotiated average wage-benefit increases of 5.3 percent for the first year and 5 percent annually when measured over the life of the contracts. This compares with average boosts of 5.6 and 3.9 percent, respectively, for all of last year.

Effective wage adjustments put into effect during the first quarter of 1984 averaged a 2.4-percent increase for some 2.9-million workers, BLS said.

COL adjustments

About 1.9-million workers received cost-of-living adjustments during the period. Of this number, 1.6 million received increases, but the 1.7-percent average adjustment reflected only about 70 percent of the rise in consumer prices over the COL review period.

Contract negotiations will move to a faster track in the second and third quarters of 1984, traditionally periods of heavy bargaining. The BLS said 333 major agreements covering a total of 1.3-million workers are due to expire or may be reopened for wage negotiations during the current quarter. Also in the second quarter about 1,240,000 workers are slated to receive deferred wage increases averaging 4.4 percent.

Black labor leaders map fall campaign course

Black trade union leaders, who played an important part in helping to get Walter Mondale's presidential campaign back on a winning track, see their special role continued beyond the remaining primaries and caucuses.

Both the Democratic convention in July and the presidential and congressional elections in November were high on the agenda at a meeting of the leaders of the AFL-CIO United Black Labor for '84 at federation headquarters.

A key goal is the reunification of all segments of the civil rights coalition for an election that will shape the course of government after four years of the Reagan presidency and a divided Congress.

The agenda included also an appraisal of the group's effectiveness since its formation three months ago by nearly 200 participants from 35 AFL-CIO affiliates.

A progress report by Velma Hill, coordinator for the program and a staff official of the Service Employees, cited the trade union role in the "super-Tuesday" elections in March. The primaries that day broke a string of victories for Sen. Gary Hart that at the time threatened to knock Mondale out of contention.

Especially in Alabama and Georgia, where black union leaders and a significant portion of black public officials actively worked to get out the vote for Mondale, the labor effort was seen as turning the tide.

Union effort

The union effort was reflected, too, in the ability of Mondale to run a respectable second to Jesse Jackson in localities where Jackson's support was greatest.

AFL-CIO Vice President Frederick O'Neal, one of five co-chairs of United Black Labor for '84, presided at the session. Both AFL-CIO President Lane Kirkland and COPE Director John Perkins took part in the meeting.

Kirkland stressed the AFL-CIO's desire to keep labor's traditionally strong bridge to the black community intact despite the temporary political divisions in the Democratic primary. And he foresaw a "very positive role" for black union members who will be delegates to the Democratic national convention.

After the meeting, some of the participants went on to Texas, where black and Hispanic labor leaders have been working to get a maximum turnout of union voters for the May 5 Texas caucus.

During the AFL-CIO regional conference in Houston, William Lucy, a co-chair of the United Black Labor group and secretary-treasurer of the State, County & Municipal Employees, held a joint news conference with Jack Otero, executive vice president of the Labor Council for Latin American Advancement and a vice president of the Railway & Airline Clerks. Their message: increased political participation by black and Hispanic Texans can tilt the state against Reagan in November.

The communality of interests was stressed also in meetings Kirkland had with a delegation from the Congressional Black Caucus and with presidential candidate Jackson.

Rep. Julian Dixon (D-Calif.), who is chairman of the caucus and will chair the Rules Committee at the Democratic convention, headed the delegation. It included Rep. John Conyers, Jr. (D-Mich.) and Rep. Charles A. Hayes (D-Ill.), a former vice president of the Food & Commercial Workers. The agenda included get-out-the-vote efforts in the congressional campaigns of caucus members.

Meeting with Jackson

Jackson had proposed the meeting with Kirkland, and at his request the participants included District of Columbia Mayor Marion Barry, D.C. Delegate Walter E. Fauntroy, former Assistant Sec. of Labor Ernest G. Green and Bayard Rustin, chairman of the A. Philip Randolph Foundation.

Kirkland termed the session "good and useful." Topics covered included implementation and enforcement of the Voting Rights Act, organizing in the South, foreign trade and jobs programs, especially for youth. Plans were made for future meetings.

Curbs on imports pressed to save U.S. shoe jobs

Continued from Page 1

year rose to nearly two-thirds of all shoe sales.

Sheinkman suggested that Reagan "decided to throw the shoe industry to the wolves" because he didn't want to appear "protectionist." But "it is the workers who bear the brunt and full sacrifice of our unilateral disarmament in trade policy," he stressed.

As of February, Sheinkman said, the industry was down to 131,000 workers with another 37,000 unemployed.

The jobless include workers with 25 years of service, Wynn testified.

"When I visit UFCW members in this industry, I'm often asked what their government is doing about the flood of imports that has washed away their jobs," Wynn told the ITC.

The only possible explanation, Wynn said, is that "this Administration has written the shoe industry off," along with those who work in it.

"It's not a high-wage industry," he noted. "But even at its current wage scales, it cannot compete with imports from countries that both subsidize exports and depress the wages their workers earn."

'Ghost towns'

The shoe industry is the largest manufacturing employer in many of the communities where its plants are located, and Kirkland reminded the Trade Commission of the "ghost towns" that are left when a plant shuts down because of foreign competition.

"This American tragedy has been repeated too often in cities that depend on America's shoe industry," Kirkland said.

He challenged the contention that consumers are hurt by limits on imports, and asked:

"What is the consumer interest in adding thousands more workers to the unemployment rolls?" or "adding to the burden of unemployment insurance, food stamps and government relief for the victims."

Nor is there any benefit to the consumer "when small cities are devastated by shutdowns" or "in higher school taxes to replace the lost taxes of plants or workers," Kirkland observed.

The products of the workplace "add value" to the nation, he stressed. "The United States must maintain a diversified industrial base—in shoes, steel, electronics, textiles, autos and a host of others—if it is to be strong and continue on the path of economic growth and social justice."

Sheinkman noted that in contrast to this country's open door to shoe imports, "Canada and Australia have global quotas on shoe imports . . . Japan restricts imports of leather shoes . . . Brazil has a 170 percent tariff . . . the United Kingdom and France have arrangements with Taiwan and Korea to limit exports."

At trade hearings, Lane Kirkland speaks for shoe workers; UFCW's William H. Wynn and ACTWU's Jacob Sheinkman await their turn.

May Day message reaffirms support for Polish unionists

American labor's support of Poland's banned free trade union movement remains "unflagging and uncompromising," the AFL-CIO declared as riot police cracked down on Solidarnosc supporters in six Polish cities.

"We know that Poland is not the only country under communist rule where workers aspire to free trade unions," Federation President Lane Kirkland said in his annual May Day message.

"On this historic workers' day, we pause to remember their sacrifice and struggle in our common cause. We look forward to the day when all workers will be free to determine their own destinies and to extend their hands across the boundaries of nations."

Rulers defied

The clash between police and Solidarnosc supporters occurred as antigovernment protesters demonstrated in behalf of several hundred Poles imprisoned for their involvement in the independent labor movement. The protests were counteractions to official May Day celebrations sponsored by the Jaruzelski regime.

In Gdansk, where Solidarnosc was born nearly four years ago, Lech Walesa — chairman of the outlawed union organization — slipped past police and into an official march long enough to flash a V-for-victory sign, stunning the communist authorities on the reviewing stand.

Other demonstrations took place in Warsaw, Czestochowa, Sczecin, Wroclaw, and Nowa Huta. In some instances, police and security forces wielded truncheons and used water cannon and tear gas to disperse protesters.

In another development relating to Polish workers, Solidarnosc's office in Brussels appealed to free trade unions and western governments to use "all possible means" to stop the torture of imprisoned trade unionists in Poland.

In an Apr. 26 cable to Kirkland, Solidarnosc's Coordinating Office Abroad included a letter from an imprisoned trade unionist that was smuggled out of Barczewo prison. The letter accused communist jailers of inhuman treatment of political prisoners and described the methods of torture in detail.

"Try to spread this news as far and as wide as you can," the letter concluded.

"Wherever workers seek to exercise their rights—in Chile, El Salvador, South Africa, or Poland — American workers stand with them, even as we struggle against those in our own country who are hostile to free trade unionism," Kirkland said.

"We hold that all workers everywhere, under any and all social systems, have the inalienable right to organize and control their own unions, free of government interference. We accept no rationale for the infringement of that right—not from capitalists, not from communists. Whoever owns the means of production, the workers must own themselves and their unions."

Mondale captures Tennessee race, shoots for Texas

Walter F. Mondale moved closer to the Democratic Party's presidential nomination with a decisive victory in the Tennessee primary, stretching his already big delegate lead over Sen. Gary Hart.

Coming up are a series of primaries and caucuses that Hart would have to come close to sweeping to keep his candidacy alive until the final round of primaries in June.

The first big test is the May 5 round of caucuses in Texas, where 169 delegates will be cosen. A Louisiana primary the same day will pick 57 pledged delegates.

Hart's home state of Colorado will begin its delegate-selection caucuses May 7, and it would be a stunning upset if he were to lose there.

The week's biggest test will be the May 8 primary in Ohio to pick 154 delegates. On that same day, 77 delegates will be chosen in an Indiana primary, 75 in North Carolina and 62 in Maryland.

That will be the biggest single day of delegate selection until the primary season ends on June 5, with voting in California, New Jersey, New Mexico, South Dakota and West Virginia.

Tennessee was a state that the Hart campaign had targeted for a political comeback, but it didn't work that way.

Vote tally

On nearly complete returns, Mondale scored 130,000 votes and won a projected 30 delegates against 92,000 votes and 21 delegates for Hart. Jesse Jackson was third with 73,000 votes and 14 delegates.

In the District of Columbia, where the city's elected leaders were strongly in his column, Jackson won his first primary and picked up eight delegates. The other three went to Mondale while Hart was frozen out.

In primaries to date, Mondale has more than half of all of the delegates chosen—either by the "hard count" of pledged delegates selected in primaries and caucuses or the larger count, which includes the indicated preferences of party officials and office-holders who also will be voting delegates at the convention.

Hoehler to retire from Meany Center

Fred K. Hoehler, Jr., executive director of the AFL-CIO's George Meany Center for Labor Studies, has informed the Center's trustees that he intends to retire early in 1985.

Hoehler has been director of the federation's leadership development center since its inception in 1969. He has seen it grow from a downtown basement headquarters to a 47-acre residential campus on the outskirts of Washington, D.C. The center now has more than 36,000 alumni throughout the world.

AFL-CIO President Lane Kirkland has appointed a search committee to find a successor for Hoehler. The committee includes John Sweeney, president of the Service Employees; Joyce Miller, vice president of the Clothing Workers; Prof. John Dunlop of Harvard University Graduate School; Federation Sec.-Treas. Thomas R. Donahue, and Hoehler.

When selected, the new executive director will be expected to spend several months working with Hoehler before he retires.

Frontier Air offer rejected by Attendants

Denver — Flight Attendants' members employed by Frontier Airlines soundly rejected a company contract offer that would have cut their wages 11 percent and sharply restricted pay for newly hired attendants.

The AFA members voted 415 to 182 to turn down the company's demand, which had been submitted to the membership with no recommendation by union negotiators. Its provisions would have made Frontier attendants the lowest-paid on any major air carrier except Continental.

The proposed agreement would have run from Apr. 27, the date of the vote, to January 1986, and the 11 percent pay slash would have taken effect immediately.

The pay proposal for new hires, which the AFA said was a key factor in the rejection, would have given new employees the same pay as more senior attendants for their first three years. But after that, the attendants would have been forced to choose between a permanent pay freeze, or wages permanently set at 65 percent lower than pay for more senior employees.

Company ploy

The union, which represents about 850 Frontier employees, charged that Frontier sought the regressive pay scale as a ploy to force a high turnover rate among flight attendants. The company had also offered an early retirement incentive for attendants with 13 or more years of service.

Another provision that prompted AFA members to reject the offer was a company demand for more use of part-time employees.

Frontier turned down a proposal by a federal mediator to submit the dispute to arbitration. Under federal law governing labor relations in the transportation industry, the refusal kicks in an automatic 30-day "cooling off" period during which neither side can take unilateral action.

The AFA is mailing Frontier attendants strike ballots to be counted by May 25. They would be free to strike June 3.

Labor hits OSHA for distorting its inspection activity

The AFL-CIO charged the Occupational Safety & Health Administration is misrepresenting its enforcement activity by lumping reviews of employer records with regular inspections of workplaces.

Margaret Seminario, associate director of the Dept. of Occupational Safety, Health & Social Security, said the inclusion of "paper" inspections is contrary to the agency's policy of reporting these inspections as a separate item. In the past, inspection figures were based on only actual workplace inspections.

In a letter to Patrick Tyson, deputy assistant secretary for OSHA, Seminario said there is "no basis for treating these 'non-inspections' the same as actual workplace inspections in computing inspection activity." She said the comparison of inspection reports that include employer record reviews and those that don't "is like comparing apples and oranges and is invalid."

Seminario called on Tyson to "immediately suspend the practice of computing overall inspection activity based on record review inspections and return to the practice of utilizing only establishment inspections in the computation of official enforcement reports."

The letter noted that in 1982, the federation "experienced serious problems with OSHA's inspection reporting and in gaining access to inspection data."

Following months of meetings, OSHA agreed to release data to the public three months after collection. The agency then agreed these reports would be OSHA's official releases. These reports did not include the "paper" inspections as part of the data computations, Seminario noted.

Operating Engineers President J. C. Turner opens news conference on drive to curb rising interest rates.

Dominican labor protest backed, dialogue urged

The AFL-CIO called on President Jorge Blanco of the Dominican Republic to enter into a dialogue with the country's free trade unions to seek a peaceful and equitable solution to its current crisis.

Sixty-five people have been killed, more than 600 wounded and 4,000 detained in riots over government-ordered price increases on all imported goods and many basic foodstuffs. The increases were part of an agreement with the International Monetary Fund for a $599-million loan to the Dominican government.

Unfair standards

AFL-CIO President Lane Kirkland, in a message to Blanco, joined the National Confederation of Dominican Workers (CNTD) in protesting the rigid standards applied by the IMF for the loan. The standards require "unfair and unjust financial burdens on an already impoverished working population," Kirkland said.

"We firmly believe that the free world's credit institutions and the United States' government should provide increased assistance to the fragile democracy in your country," he observed.

Gen.-Sec. Luis Anderson of the Inter-American Regional Organization of Workers (ORIT) has protested the Dominican government's role in the riots to the International Labor Organization in Geneva, asking for a full investigation.

The AFL-CIO and the International Confederation of Free Trade Unions in Brussels have regularly criticized the IMF for its imposition of unjust and unfair economic sacrifices on working people to meet foreign loan obligations.

Coalition sees interest rates threatening new recession

A coalition of organizations seeking to bring down interest rates—and members of Congress sharing their concern—sounded a warning of a new recession in the making.

"High interest rates are robbing American workers of job opportunities and weakening the buying power of their paychecks," Operating Engineers President J. C. Turner warned.

Turner is chairman of the National Council for Low Interest Rates, a broad-based alliance. Its steering committee includes leaders of farm, consumer, housing, civil rights and local government groups in addition to unions.

The council's legislative conference opened with a Capitol Hill news conference whose participants included Representatives John J. LaFalce (D-N.Y.), author of the industrial strategy bill awaiting House action, and Geraldine A. Ferraro (D-N.Y.), who heads the Platform Committee for the Democratic national convention in addition to serving on the House Budget Committee. Also taking part were Henry Schechter, director of the AFL-CIO Office of Housing & Monetary Policy, and Stephen Brobeck of the Consumer Federation of America.

The two industries that have led economic recovery—housing and automobile manufacturing—"are now threatened with yet another precipitous fall as interest rates resume their upward path," Turner warned.

By keeping the value of the dollar artificially high, interest rates have encouraged imports and worked against U.S. exports, Turner noted—"at the cost of jobs" for American workers.

High interest rates have curtailed public investment in rebuilding the nation's rapidly decaying infrastructure, Turner said. They have led to forced sales of farms and near-record business bankruptcies, he added.

Turner and Schechter both strongly urged the value of selective credit controls, with standby authority for the President and the Federal Reserve Board to control interest rates to steer available resources to economic recovery.

Downturn seen

LaFalce and Ferraro warned of the strong likelihood of a downturn in the entire economy if the economic policies the Reagan Administration put into effect are allowed to continue.

Recent homebuyers, increasingly with risky variable mortgage rates, are already periled by the renewed rise in interest rates, Schechter noted.

At the council's legislative conference later in the day, Carpenters President Patrick J. Campbell stressed the ripple effect of high mortgage rates on a broad area of the economy.

When people can afford to buy homes, he said, "new housing starts spur demand for a whole range of basic building materials including lumber, brick, cement, electrical wiring and equipment." It also stimulates durable production such as refrigerators, ranges, carpeting and furniture.

But when people can't afford housing because interest rates are too high, the recession quickly strikes the auxiliary industries as well, Campbell noted.

Sen. Max Baucus (D-Mont.) and Sen. Alan Cranston (D-Calif.) were other speakeres at the legislative conference. Cranston addressed the concluding luncheon.

Slowing of economy sends danger signal

A slowing of the nation's economy, reflected in several government reports, left open the threat of higher unemployment in the months just ahead.

The Commerce Dept.'s index of leading indicators, a barometer of future economic activity, fell 1.1 percent in March, the first reverse in 19 months. The decline followed a revised 1.3-percent rise in February and an increase of seventh-tenths of 1 percent in January.

In a separate report, the department said sales of new houses dropped 4.9 percent in March. Sales of new single-family homes fell to a seasonally adjusted annual rate of 666,000 units from February's revised 700,000-unit pace. Analysts attributed the March decline to a combination of poor weather, which slowed construction, and to recent rises in interest rates on home loans.

Meanwhile, it was learned that the Federal Reserve Board had tightened credit in late March, a move that could drive interest rates higher and cut into jobs. President Frank Morris of the Fed's Boston bank said the decision came at a meeting of the board's Federal Open Market Committee. Most private forecasts are that interest rates will continue to rise in coming weeks.

In its report on the leading indicators, the Commerce Dept. said six of the indicators worsened. They were building permits, the length of the average workweek, new orders for consumer goods, net new business formation, sensitive-materials prices, and claims for unemployment insurance benefits.

4 indicators up

Four indicators showed some improvement. Stock prices, the money supply, and contracts and orders for plant and equipment rose slightly, while the number of companies reporting slower deliveries from vendors increased.

Commerce Sec. Malcolm Baldrige linked the drop in building permits, which made a large contribution to the decline of the overall index, to unseasonably harsh weather in March.

The last time the leading indicators' index suffered a drop was in August 1982, when it declined one-tenth of 1 percent.

While new home sales in March were down from February, they were still 9 percent above March 1983 levels. The March decline was led by a 21-percent drop in the South and a 13-percent decline in the north-central states. In contrast, sales rose a brisk 61 percent in the Northeast and a more modest 7.3 percent in the West.

The most worrisome aspect of the latest report on home sales was the rise in the backlog of unsold houses on the market. During March, the number of unsold units climbed to 321,000, up 5.2 percent from the previous month and representing a 5.9-month supply of homes.

The rising backlog of unsold homes, together with higher mortgage interest rates, could set the stage for a building slump which in turn would affect the entire economy.

In other economic news, new factory orders rose 2.2 percent in March, the Commerce Dept. reported, but the rise was entirely attributable to a surge in defense goods orders.

Contract still grounded

Flight Attendants employed by Piedmont Airlines walk an informational picket line at National Airport in Washington to protest management's foot-dragging in talks for a new contract to replace the old agreement that was up last Sept. 30. Other pickets walked lines at Piedmont terminals in seven cities.

Louisiana-Pacific strikers carry case to stockholders

Members of the Carpenters and Woodworkers on strike against the Louisiana-Pacific Corp. will carry their battle to the firm's annual meeting on May 14, in Rocky Mount, N.C.

The Louisiana-Pacific Workers for Justice Committee mailed a proxy solicitation to holders of the company's 25 million shares of stock in preparation for a fight with L-P officials on several resolutions.

Some 1,500 workers have been on strike at 17 L-P mills since June 24, 1983, when the contract expired. The company withdrew from the "Big 7" industry bargaining association which included Georgia-Pacific, Boise-Cascade, Weyerhaeuser, International Paper, Crown Zellerbach and Willamette, and refused to accept the industry-wide package which included a one-year wage freeze.

The proxy statement noted that the industry agreement was achieved without a strike and took into account the economic difficulties faced by many employers.

Pay slash

L-P insisted on a substantial cut in the wage rate for new hires and later added demands for mandatory overtime and changes in holidays and union security provisions.

Carpenters President Patrick J. Campbell called the company's action "the corporate blunder of the year." He said L-P had "pushed the two largest wood products unions in the country—the Carpenters and the Woodworkers—into calling a nationwide boycott at a time when L-P's competitors are working at a nearly full-capacity rate."

The boycott, endorsed by the AFL-CIO Executive Council last December, is "unprecedented" in the Carpenters' history, Campbell said, and reflects the union's concern over L-P's "total disdain for their employees' economic welfare."

Accounting asked

The union committee is seeking passage at the L-P annual meeting of resolutions calling on the company to render an accounting of the financial impact of the strike, to require more independent members on the company's board of directors, and to reconstitute the firm's compensation board.

In the proxy materials, the committee said "there are serious questions concerning the independence of the board of directors as a group from L-P's management team." It noted the board now has a majority made up of past and present management officials and directors who currently have or recently had a business relationship with L-P.

The company's compensation board has a similar make-up. Its chairman, Harry Merlo, also heads the board of directors and serves as company president and chief executive officer. Thus he chairs the board which recommends the salary packages for himself and the other top company officials.

The union committee noted Merlo's total remuneration in 1983 was $2,413,572. This includes $1.7 million in stock options.

Topped list

Since 1979, Merlo's compensation has averaged more than $1 million a year and in 1978, Forbes magazine listed him as the nation's highest paid executive at $3.4 million.

Campbell said "there is absolutely no economic justification for L-P's refusal to pay decent wages to its employees." Through the use of the proxy solicitation and the participation in the annual meeting, Campbell said, "we intend to keep the affairs of this company highly visible to investors, the media and to consumers."

He charged that L-P, the nation's second largest lumber producer, scheduled its annual meeting in a high school auditorium in Rocky Mount "to get just as far away from the public, the media and the shareholders as possible."

The workers' committee is composed of striking L-P workers who also own stock in the company.

ILCA elects Cesnik Secretary-Treasurer

Onaway, Mich.—The executive council of the International Labor Communications Association at its spring meeting here elected James M. Cesnik as its secretary-treasurer to fill the unexpired term of Gregory Croy.

Cesnik is editor of the Newspaper Guild's publication, the Guild Reporter. He had served as president of the International Labor Press Association, now ILCA, from 1979 to 1981. Previously, he served three two-year terms as an ILPA vice president.

Croy, the former editor of the Food & Commercial Workers' magazine, UFCW Action, resigned from the ILCA post on April 27. He had served as secretary-treasurer since Jan. 1 following his election at the October 1983 ILPA convention. At the same convention the association changed its name to reflect the expanding use of both print and electronic media by labor groups.

ILCA's council meeting was held in conjunction with the Auto Workers' Local Union Press Conference at the UAW's Walter and May Reuther Family Education Center here.

Reagan majority acts

Shifts in NLRB policy follow employer line

The Reagan majority on the National Labor Relations Board continued to undermine the basic protections of workers under federal labor law as it reversed long-standing board policy in two more cases.

One of the rulings, involving an organizing effort of the Hotel Employees & Restaurant Employees, gives management wider latitude to question workers about organizing activities. The other thwarted an attempt by the Auto Workers to organize some 800 clerical and technical employees at Harvard University's medical area schools apart from the university's 3,000 other clerical workers.

In the HERE case, the board reversed a 1980 decision that questioning of workers about their union sympathies is inherently coercive.

In a 3-to-1 ruling with Member Don A. Zimmerman dissenting, the board's majority of three Reagan appointees held that the 1980 decision "improperly established a per se rule that completely disregarded the circumstances surrounding an alleged interrogation."

The decision, which overturned a March 1983 finding by an administrative law judge, involved a complaint by HERE against Rossmore House, a private retirement home in Los Angeles. In that case, an employee who was an active union supporter was questioned by management about a Mailgram dealing with the organizing campaign.

The manager of the retirement home, who was the recipient of the Mailgram, asked the employee questions about an organizing committee, predicted that the owner would resist unionization, and said that he also would be obligated to fight the union. The law judge ruled that this conversation and a subsequent one with the owner were unlawful.

NLRB Chairman Donald Dotson and Members Robert Hunter and Patricia Diaz Dennis voted to overturn the ruling and change the policy.

Zimmerman noted in his dissent that the new ruling "ignores the reality that employers sometimes use subtle coercion during an organizing campaign and fails to recognize that even open union adherents may be intimidated by such coercion."

In the UAW case, the NLRB reversed a long-standing board decision on appropriate units at Harvard's medical schools. The decision puts a new roadblock in the union's 10-year drive to represent clerical workers there.

Denying the union's petition to represent the medical school workers, the same 3-to-1 majority reversed a 1977 ruling that employees of the schools had the right to petition for an election as a separate unit from the university's other clerical workers.

The Reagan appointees agreed with Harvard's position that only a university-wide unit would be appropriate and that the employees of the medical area facilities do not have a sufficient "community of interest" to warrant a separate bargaining unit from employees on a university-wide basis.

Separate office

Many of the medical area schools are located miles from the university's main Cambridge, Mass., campus, and—until the university began to claim that the separate unit was inappropriate—the medical area had been served by a separate personnel office with its own personnel practices.

In his dissent, Zimmerman charged that the board's reversal favoring the "largest appropriate unit" has no basis in the law that governs the NLRB. Zimmerman said that under the law the board's job is not to determine whether a petitioned-for unit is the "most appropriate," but only if it is appropriate.

The case dates back to 1975 when the union petitioned for an election to represent the medical area employees. Harvard's challenges then led to the full board's 1977 ruling that the medical area unit was appropriate.

Court blocks referendum on ITU-Teamsters merger

Continued from Page 1

The judge pointed to sections of the tentative merger agreement that would make each ITU local subject to the Teamsters' constitution, would transfer to the Teamsters all ITU property and funds, and would disenfranchise all ITU retirees.

In his order issued on May 1, Henderson also forbade any further steps toward the merger, including the mailing out of ballots, and he banned the expenditure of any ITU funds "to merge or affiliate the ITU with any other organization."

He dismissed arguments by ITU lawyers that any delay in the referendum could endanger the merger's conclusion.

Damages to ITU members' rights could be far more serious if the merger were prematurely approved, the judge held.

The judge also pointed to "extensive evidence" that if McMichen had been seated as ITU president pending final resolution of challenges to the conduct of the contest between him and Bingel in last November's ITU elections, McMichen "would have had the power and the inclination to prevent" the merger agreement being concluded.

Critical issues

In addition, Henderson wrote, the six ITU members who sued Apr. 11 to block the referendum "have demonstrated that McMichen's opposition to merger with the IBT, and Bingel's support for it, were critical issues in the election campaigns."

The six also showed that McMichen's margin of 4,920 votes was a strong indication that he "would have moved quickly to negotiate a posible merger agreement with an AFL-CIO union," such as the Graphic Communications Union, Henderson said.

"Taken together, the evidence indicates that the ITU presidential election and the choice of possible merger partners were closely linked," Henderson asserted.

The judge ordered the referendum stopped "pending a final decision by this court on the merits" of the suit by the six—five active members of the Bay Area Typographical Union and one retired member of San Francisco-Oakland Mailers Union 18. He gave no indication of when that might be, but did indicate that his order was drafted quickly because of impending distribution of ballots.

Defendants to the six members' suit are the ITU itself, Bingel, and all four others on the ITU Executive Council: Sec.-Treas. Thomas W. Kopeck and Vice Presidents Allan J. Heritage, Robert L. Wartinger and Ray Brown.

Support for the suit was expressed by the Merger Committee for One Big Printing Union, composed of leaders of some 22 ITU locals in the United States and Canada, including those in New York City, Washington and Toronto.

McMichen is chairman of the committee and also is serving as a temporary AFL-CIO representative to graphic communications industry unions.

The committee has mailed two additional updates on the merger issues, along with one directed at the union's retirees who had been scheduled to begin voting this week. The updates detailed the impact of merger on the retirees, ITU property, dues, mortuary fund, and organizing.

EDITORIALS

Auto Arrogance

GENERAL MOTORS executives must be crying all the way to the bank over the sharp criticism they received for pocketing $181.7 million in bonuses on top of already high salaries and generous stock options.

Just two years ago, GM and the other auto giants were demanding and receiving sacrifices from their workers, concessions from their suppliers. Now, with profits up and an opportunity to build a reservoir of good will through even a modest rollback in prices, the industry's top executives chose to line their own pockets.

This "greed," as Auto Workers President Owen Bieber properly described it, allowed the Reagan Administration to mask the implications of its open-door trade policy in an expression of indignation that most Americans can share.

U.S. Trade Rep. William E. Brock was able to point to the GM and Ford bonuses and ask why such a prosperous industry "needs protection" in the form of continued "voluntary" limits on Japanese auto exports to the United States.

"Do the American people really want to subsidize $5 million or more in bonuses for one manager?" he asked.

Therefore, Mr. Brock said, the United States will not seek to renew the auto export limitation agreement with Japan when it expires next March.

As the UAW's Bieber points out, that is punishing workers for the sins of their bosses. As for GM management, it couldn't be more pleased.

THE TONGUE-LASHING aside, lifting of Japan's export quotas will allow GM to go ahead with its plans to import and sell some 300,000 Japanese cars—instead of making them in this country.

While the auto industry may have regained its profitability, its production workforce is down by more than 25 percent from 1978, and the many supplier industries so important to the economy have been comparably affected.

Aided by an artificial imbalance between the dollar and the yen, and the tax rebates the Japanese government provides for exports, the U.S. share of its own home market for automobiles is likely to shrink further.

If this is the case, it will be the entire American economy that will be battered. General Motors executives may continue to draw million-dollar paychecks by selling vehicles made abroad. But there will be fewer paychecks in steel, glass and tire plants or on auto assembly lines.

Ironically, the greed of industry executives makes a stronger case for the domestic content legislation that the trade union movement has strongly supported.

A DOMESTIC content law would not protect inefficient or profit-greedy U.S. automakers from competition. Quite the opposite. It would assure fair competition.

Does anyone think that the Japanese auto manufacturers would give up the huge U.S. market if a domestic content law were enacted?

Nonsense. They would, of course, set up production facilities in this country and use American-made parts to the extent required by law.

Consumers, including those who choose to buy U.S. products out of awareness of the employment impact, would have a wide and unrestricted choice.

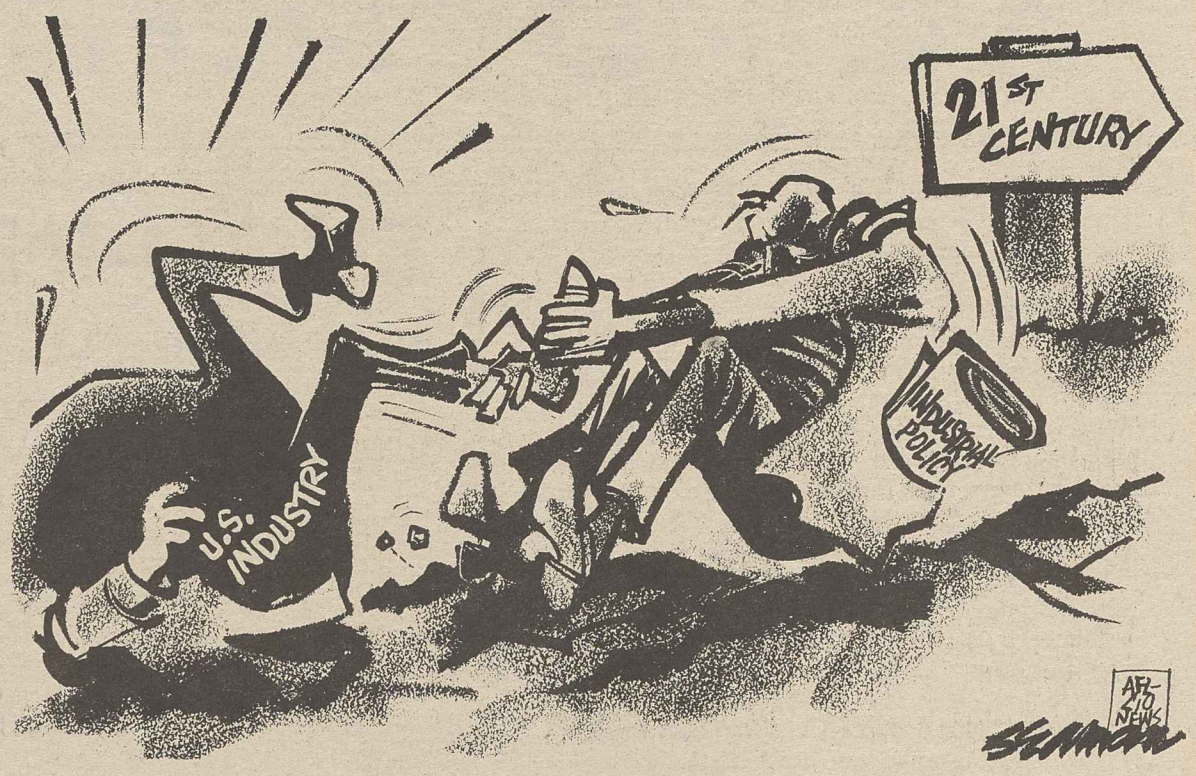
Even the modest export restraints that have been in effect have encouraged the start of Japanese auto production in this country. But lifting the restraints, without a domestic content requirement in place, sends the signal that further action isn't necessary.

It's the wrong signal.

Our trade negotiator could have used the issue of continuing the limitation on auto imports as a bargaining chip for some trade concessions on the part of Japan. But as the UAW noted, he didn't even try.

That's negotiating?

Kicking and Screaming



Washington Window

Corporations challenged to help curb health costs

By Press Associates, Inc.

When powerful corporations publicly call for labor's cooperation on major problems, unions have reason to view it as an invitation to dance with a 500-pound bear. What the executives usually want is to squeeze more concessions out of working people.

Auto Workers President Owen Bieber recently used an important corporate forum—The Economic Club of Detroit—to challenge auto industry leaders. Instead of pinning the rap for health care cost inflation on workers and shifting the cost to them, why not cooperate on constructive, broader solutions? Bieber's remarks apply also to other businesses and the Reagan Administration.

Unions and workers are fast becoming the scapegoats for the rise in industry's health insurance costs. In the early 1960s, unions saw health care costs eating into their members' wages and traded off some wage increases for better health insurance plans.

But unions didn't rest with contract gains, as Bieber noted. They lobbied in legislatures and other assemblies for changes in the nation's health care system to get costs under control.

Industry inaction

What were corporations doing while unions, such as the UAW, launched health cost control initiatives? Bieber, citing examples from the auto industry, said:

"With the notable one-time exception of the Budd Company, the corporations never spoke out at Blue Cross-Blue Shield rate hearings in this state—not once. But we were there.

"The companies resisted our efforts to encourage health maintenance organizations (HMOs) for years. Now they can't get enough of HMOs.

"The fact is, the UAW had to drag the companies kicking and screaming to major actions to curb health care costs. And, now these Johnny-come-latelys want to take credit and give workers the blame."

Bieber pointed out that putting the blame for skyrocketing health care costs on workers lays the groundwork for shifting the burden of health care inflation to workers. That is apparently the strategy of the Reagan Administration and big business as they decry the surge in health care cost.

The Administration wants to tax employer-financed health insurance premiums exceeding $2,100 a year. This supposedly would lower health care costs by increasing "competition" in the health care market as consumers "shop around" for lower cost insurance.

Shifting costs

Businesses want higher co-payments and deductibles to make workers assume more of employers' current health insurance costs.

Bieber noted that health care professionals, not patients, determine hospital admission, length of stay, the number and nature of tests and other cost-determining decisions.

"That is why the whole notion of reducing consumption of health care by imposing greater costs on the consumer is so patently unfair and irresponsible," he said.

The UAW and the auto companies already have achieved cost savings and promoted quality care by working together to promote HMO participation and second opinions for elective surgery.

Bieber called on the companies to join labor in working for national cost containment legislation, such as the Kennedy-Gephardt and CHEC bills. He noted the bills have not been endorsed by any of the major auto firms.

Such joint efforts could produce major short-term savings. But for the long-term, Bieber reiterated labor's position that the only solution to health care costs is comprehensive, universal national health insurance.

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Thomas R. Donahue, *Secretary-Treasurer*
Executive Council

John H. Lyons, S. Frank Raftery, Glenn E. Watts, Angelo Fosco, Lloyd McBride *, Wm. W. Winpisinger, Wayne E. Glenn, John J. Sweeney, Barbara Hutchinson, Gerald W. McEntee, Patrick J. Campbell, Thomas W. Gleason, Murray H. Finley, Sol C. Chaikin, Charles H. Pillard, Kenneth T. Blaylock, William H. Wynn, Robert F. Goss, Frank Drozak, Richard I. Kilroy, William H. Bywater, Kenneth J. Brown, Frederick O'Neal, Albert Shanker, Edward T. Hanley, J. C. Turner, Alvin E. Heaps, John DeConcini, Joyce D. Miller, James E. Hatfield, Vincent R. Sombrotto, Marvin J. Boede, Owen Bieber

* deceased

MEMO FROM COPE

SHOO-IN?

No! Elements Present For Defeat of Reagan

In exactly six months, we elect a President.

Does Ronald Reagan have a lock on it, as some commentators confidently state? Is he a shoo-in?

The answer is "no."

The elements are present for a Democratic presidential victory in November. This hardly guarantees there'll be one, but it's comforting to contemplate the possibility.

What are these elements? They are blocs with strong interest in one or more issues who feel the Reagan Administration has bombed out on their concerns: workers, blacks, Hispanics, women, the elderly, environmentalists, the needy and, yes, farmers.

There is no assurance that all these will be galvanized in numbers sufficient to move Reagan out of the White House. Certainly, there are plenty of activists and leaders among them who'll be trying.

In addition, there is a large segment of voters—not affiliated with any particular political or issues movement—dissatisfied with Reagan's leadership on various grounds. There is unease about the economy, notwithstanding Reagan's constant boast that his "program" is working. There is anger among many non-poor about the vengeful actions of this Administration against the poor.

Many non-workers—untouched by the high unemployment of the first two Reagan years—correctly pin the blame for it on the Administration's deliberate recessionary policies (wring out inflation by boosting joblessness) and deplore the consequences.

Then, too, there is widespread concern about the federal deficit. It's not the sexiest of issues, and Americans are accustomed to red ink—but not in the quantities Reagan has splashed across the pages of the federal budget.

While he persists, inaccurately, in trying to pin this on Congress, more and more citizens are making the connection between his policies and the $200 billion shortfalls anticipated for years ahead—and are worrying about the inevitable upward push they'll have on interest rates.

Citizens cannot read and hear increasingly frequent predictions from economists of all stripes that the Reagan policies are heading us toward another, perhaps deeper, recession, and still feel buoyed by Reagan's own rosy forecasts and those of his cheerleader-in-chief, Treasury Secretary Donald Regan.

What most props up Reagan as a candidate is his continued personal, as distinct from programmatic, popularity. Lots of folks out there who disagree with his policies seem willing to forgive him almost anything on niceness grounds.

Few things are as common these days as nationwide polls that simultaneously show big margins *against* Reagan's actions and their consequences and similar margins *for* the presidential persona.

But inevitably—as the campaign progresses, as a nominee against Reagan is selected—the focus will sharpen on the shortcomings of his leadership and he'll be unable to slough them off with a smile, an anecdote or homely reassurances. He will have to defend and sell his policies.

And a lot of the electorate isn't buying.

Recently, a Harris Poll showed some 38 percent of all voters irrevocably anti-Reagan and about 35 percent steadfastly for him. The 13 percent additional needed by the "antis" ought to be attainable from among those groups most disenchanted with his leadership.

WORKERS

Most folks who work for a living have small reason to want to award Reagan a second term. More than 30 million individual workers went through one or more episodes of unemployment in 1981-83, many of them for lengthy periods.

Large numbers suffered mortgage foreclosure or were on the brink of it. Millions lost their health coverage. Scores of thousands know they will never return to the jobs from which they were separated.

Few workers at modest income levels see tangible gains from Reagan tax cuts, but are aware they were enormous for wealthy individuals and corporations. And most view—along with the majority of the general public, according to polls—the Reagan Administration as dedicated to the encouragement and preservation of the rich.

MINORITIES

Reagan's long-standing opposition—then, under pressure, his reluctant support of extension—of the Voting Rights Act does not sit well with minorities who see the act as one of the key steps forward in civil rights. Nor does his politicizing of the U.S. Civil Rights Commission, from which he fired staunchly pro-civil rights commissioners and replaced them with more cautious, less committed successors.

To the slight degree that he has appointed blacks and Hispanics to positions within the administration, he has tapped less known, more conservative representatives who have little standing or reputation among the broad base of minorities, and will do almost nothing in the way of garnering Reagan votes.

More damaging to Reagan, though, than any other factor, is the high unemployment that persists among black and Hispanic workers. In the case of both minority groups, dramatically increased registration is not good news for Reagan.

WOMEN

The gender gap is real. Polls show more than 50 percent of voting-age women oppose the President on a wide range of concerns, from specifically women's issues to broader matters like education, health, nutrition, defense.

Reagan's rigid opposition to ERA and to equal pay for comparable work, and his oft-times patronizing attitude toward the concern women express over sex discrimination might delight right-winger Phyllis Schlafly, but it angers millions of others.

Ominous for Reagan in view of this is the steady increase in recent years in women's voting participation—not to mention the fact that women outnumber males.

If the gender gap can be translated successfully into turn-out at the polls in November, it could be immensely damaging to Reagan's chances for re-election.

THE NEEDY

No group has suffered more deeply from Reagan policies than the poor who are dependent, in part at least, on federal programs for basic needs. More than a million needy lost all food stamp aid. More than four million working poor lost some. Nearly a quarter-million children of needy families lost Medicaid coverage, and more than a million children were cut off from free or reduced-price school lunches. Overall cuts in nutrition programs for the poor are at 28 percent. Health programs, Aid to Dependent Children, job training—all have taken deep slashes.

In all, more than $110 billion has been gouged from those programs designed to help needy Americans, and Reagan seeks still more.

THE ELDERLY

Millions of elderly Americans resent Reagan's efforts to deny them cost-of-living adjustments in social security, and many know of his years-long inclination to tamper with the foundations of the old-age pension system. They know, too, of cuts in, and further ones proposed for, Medicare and Medicaid.

No group of Americans votes in higher percentages than the elderly, and they've been given ample reason to oppose Reagan's re-election.

ENVIRONMENTALISTS

Environmentalists haven't yet recovered from James Watt and aren't likely to be bought off with anything Watt's successor as Interior Secretary might come up with. Watt's giveaway of public lands, his low-yield sell-away of coal deposits, his determination to make our coastlines an uninterrupted string of oil rigs—these and earlier problems with the Environmental Protection Agency; Ann Burford and all that—leave most environmentalists shaken and disinclined to support the President under whose leadership, and presumably with whose backing, these events occurred.

FARMERS

One of the most frequently heard noises in the Farm Belt the last few years has been the auctioneer's hammer. Thousands of small farmers have been thrown off their land and from their homes. Despite the fact that the cost of federal farm programs has sky-rocketed under Reagan, the farm economy is in rotten shape.

Small farmers are hurting. Continued high interest rates make farm equipment too costly for many to buy. Many can't meet payments. Too, interest rates and the strong U.S. dollar shave farm exports.

More and more agriculture economists charge Reagan has mismanaged farm programs. While farmers need consistency in federal agriculture policy and programs, they charge, the administration has hopscotched from one notion to another, leaving farmers in confusion . . . and in debt. A recent survey in Iowa predicted one in 10 farmers could go belly-up before 1986.

Circumstances in rural America suggest it could provide far fewer votes for Reagan in 1984 than in 1980.

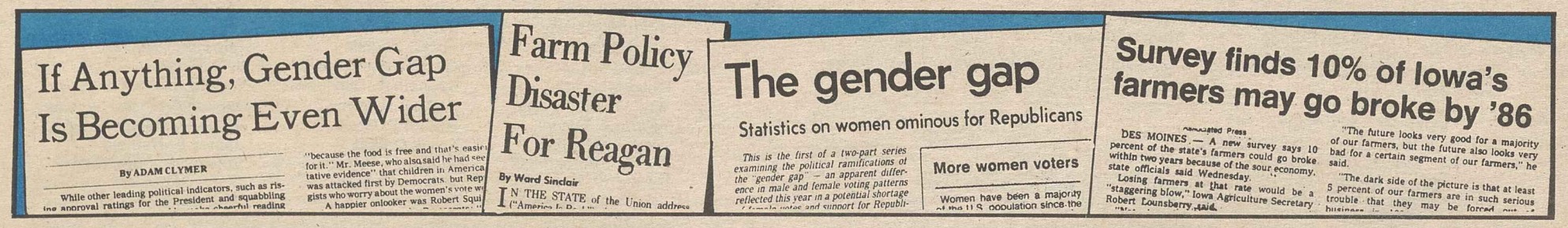
* * *

There is no assurance that the component parts of victory can be put together to achieve one. At the same time, there is no question that the components that can defeat Reagan *are* on hand. Again, it could resolve into a question of how voters will base their ballot when time comes to use it. If the widespread dissatisfaction with Reagan policy prevails, he'll head back for the ranch house. If the widespread approval of his personality dominates, he'll have a better chance of hanging in there at the White House.

Not This Year

Supreme Court defers a decision on independent expenditures campaigns until next year, clearing the way for huge spending for Reagan by non-party, non-candidate committees like National Conservative PAC. NCPAC alone plans $10 million for TV/radio plugs for Reagan re-election. Another $10-$15 million easily will be poured in by other PACs. The High Court declined early ruling on the case brought by the Democratic Party and Federal Election Commission.

Headlines tell story of just two of Reagan's potential trouble spots, women voters and farmers. He also has severe problems among large numbers of workers, needy, elderly, environmentalists, minorities—sufficient to call into question assumptions of some commentators that Reagan re-election campaign is sure-fire winner. The components of his defeat are there—if they can be connected.



If Anything, Gender Gap Is Becoming Even Wider

By ADAM CLYMER

While other leading political indicators, such as rising approval ratings for the President and squabbling

"because the food is free and that's easier for it." Mr. Meese, who also said he had see tative evidence" that children in America was attacked first by Democrats but Rep gists who worry about the women's vote w

A happier onlooker was Robert Squi

Farm Policy Disaster For Reagan

By Ward Sinclair

IN THE STATE of the Union address ("America Is R

The gender gap

Statistics on women ominous for Republicans

This is the first of a two-part series examining the political ramifications of the "gender gap" — an apparent difference in male and female voting patterns reflected this year in a potential shortage

More women voters

Women have been a majority of the U.S. population since the

Survey finds 10% of Iowa's farmers may go broke by '86

Associated Press

DES MOINES — A new survey says 10 percent of the state's farmers could go broke within two years because of the sour economy, state officials said Wednesday.

Losing farmers at that rate would be a "staggering blow," Iowa Agriculture Secretary Robert Lounsberry said.

"The future looks very good for a majority of our farmers, but the future also looks very bad for a certain segment of our farmers," he said.

"The dark side of the picture is that at least 5 percent of our farmers are in such serious trouble that they may be forced out

AFL-CIO news

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Reagan 'recovery' denounced for shifting burden to workers

Hotel Employees & Restaurant Employees Organizing Director Vincent Sirabella reports to the Executive Council on the Las Vegas hotel strike. With Sirabella, second from left, are Federation Sec.-Treas. Thomas R. Donahue, President Lane Kirkland and Vice President Sol C. Chaikin.

Council points to lag in jobs, real earnings

By John M. Barry

Piney Point, Md.—The AFL-CIO Executive Council renewed its attack on President Reagan's economic policies with the charge that "the Reagan 'recovery' is spawning benefits for the rich, the powerful and the privileged" at the expense of workers.

Corporate profits are setting records and executive salaries and bonuses have reached "scandalous levels," the council observed. Yet more than 10 million workers remain unemployed and the real wages of those who do hold jobs are worth on the average 5 percent less than in 1979.

"America's working people want opportunities for progress for themselves and their children," the council declared in a statement. "They want jobs and a healthy economy as well as fairness in the distribution of income and social benefits.

"They want jobs that ensure decent family living standards in an expanding economy. They want to reconstruct the nation's public infrastructure to stimulate private, job-creating investment and economic activity. They want a national industrial policy aimed at modernizing and revitalizing American industry.

"To achieve these goals, America's working people are prepared to do their part and pay their fair share. However, these goals cannot be achieved until the grip of Reaganomics is broken."

Seafarers host

The statement on the national economy was one of a series adopted by the council at its spring meeting here. The sessions were held at the Seafarers' Harry Lundeberg School of Seamanship on the invitation of SIU President Frank Drozak, a member of the Executive Council. The school provides basic training, skill upgrading courses and overall educational opportunities for SIU members.

Among major council actions was the approval of a charter of affiliation for the National Union of Hospital & Health Care Employees, which has been part of the Retail, Wholesale & Dept. Store Union. **(Story, Page 2.)**

Also approved was the recent merger of the Boilermakers and the Cement, Lime & Gypsum Workers, effective last Apr. 1.

The council elected Bricklayers President John T. Joyce as an AFL-CIO vice president to fill a vacancy created by the retirement of Painters President S. Frank Raftery because of health problems. **(Story, Page 2.)**

Much of the three-day meeting was devoted to discussion of various aspects of the federation's role in the current pre-convention campaign supporting Walter Mondale for the Democratic presidential nomination.

At a news conference on the opening day of the meeting, AFL-CIO President Lane Kirkland stressed that the federa-

Continued on Page 3

NLRB appointments hit for pro-employer bias

Piney Point, Md. — The AFL-CIO charged that President Reagan's appointees have tilted the National Labor Relations Board heavily against unions and urged the Senate to refuse to confirm "yet another employer lawyer" to a key NLRB post.

An Executive Council statement branded Rosemary Collyer unqualified to serve as NLRB general counsel, where she would direct the investigation and prosecution of unfair labor practice charges and supervise the labor board's field staff.

Lack of experience

In terms of pro-employer bias, Collyer is in the same mold as the three Reagan appointees who make up the new NLRB majority, the council said. The only distinction is that she is "far less experienced."

The council documented the transformation of the NLRB after the appointments of Chairman Donald Dotson, Robert Hunter and Patricia Diaz Dennis created a Reagan-selected majority.

It cited "a sharp decline" in the number of NLRB decisions finding that employers had committed unfair labor practices and a corresponding rise in decisions that have gone against the union position.

The council also spotlighted policy switches in which the labor board reversed its own precedents. The effect was to make it harder for workers to organize, but easier for employers to move work from organized plants to non-union plants with lower wages and to refuse reinstatement to strikers, among others.

At a news conference during the council meeting, AFL-CIO President Lane Kirkland charged that the Reagan Administration "has gone beyond the bounds of decency" in making appointments that pervert the concept of the NLRB as an agency set up to assure the right of work-

Continued on Page 4

New settlements add pressure on Vegas holdouts

Las Vegas, Nev.—Three more hotel-casinos dropped takeaway demands and reached agreement with their striking workers. Still holding out were the 26 establishments represented by the hardline Nevada Resort Association.

Bolstered by solid support from the entire labor movement, the unions involved in the six-week strike—Local 165 and Local 226 of the Hotel Employees & Restaurant Employees, Musicians Local 369 and Stage Employees Local 720—kept up their picketing along the Las Vegas strip in 100-degree heat.

The two sides, joined by a federal mediator held talks daily, focusing on the MGM Grand and Tropicana resorts. At the mediator's request, both sides declined

Continued on Page 8

In high-stake primaries

Mondale stretches delegate lead

All three candidates for the Democratic presidential nomination found some good news in a week of high-stakes primaries and caucuses. But when the dust had cleared, Walter F. Mondale was a giant step closer to a delegate majority.

Mondale took the first big test, winning nearly two-thirds of the 169 delegates at stake in Texas caucuses on May 5.

He won decisively also in May 8 primaries in Maryland and North Carolina, but narrowly lost to Sen. Gary Hart in the Ohio and Indiana contests. Hart's victories there, as well as his anticipated pickup of his home state of Colorado, kept his campaign alive. But just barely.

For Jesse Jackson, the week brought a victory in the Louisiana primary which that state's governor had urged voters to ignore after a court order compelled the dropping of plans for a caucus selection of delegates. Jackson captured second place in the Maryland primary.

Network and newspaper exit polls showed that Mondale was by a big margin the first choice of voters who described themselves as stong Democrats, including union families.

Brightened hopes

Jackson continued to draw large numbers of black voters to the polls, clearly cutting into Mondale's strength among traditionally Democratic groups, but at the same time brightening Democratic hopes for the November elections.

And in Texas, a New York Times/CBS sampling of participants in the caucuses found Mondale the choice of 79 percent of Mexican-American voters.

Hart had mounted a strong organization in Indiana, a traditionally conservative state, and his victory there was not unexpected.

But the slimness of Hart's popular vote margin—42 percent to 41 percent for Mondale—was reflected in a comparably close division of delegates. The delegate tally was 38 for Hart, 36 for Mondale and 3 for Jackson.

In Ohio, Hart's margin of 42 to 40 percent gave him an edge of 79 delegates to 67 for Mondale and 8 for Jackson.

The delegate gap was more than made up in Maryland, where Mondale won 41 delegates to 17 for Jackson and only 3 for Hart. In North Carolina, the count was 44 delegates for Mondale, 18 for Hart and 13 for Jackson.

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5/12/84

Joyce elected to council as Raftery leaves

Piney Point, Md.—The AFL-CIO Executive Council has elected Bricklayers President John T. Joyce to fill a vacancy left by the retirement of S. Frank Raftery.

Raftery, who earlier had announced that he will step down as president of the Painters on June 4 for health reasons, was praised by his Executive Council colleagues as a staunch trade unionist whose "sense of solidarity" helped the entire labor movement.

The resolution cited his 14 years as an AFL-CIO vice president and extended the council's "thanks and good wishes."

Joyce, 48, has been president of his international union since 1979 and previously served as treasurer and secretary.

He is a native of Chicago and worked at his trade as a member of Bricklayers Local 21. After attending the University of Notre Dame and completing military service, Joyce joined the local's staff in 1960 and rose to become administrator of its collectively bargained trust funds and its apprenticeship and training program. He became an international union officer in 1966.

Committee work

Joyce is a vice president of the Building & Construction Trades Dept. and is a member of five AFL-CIO standing committees—political works, civil rights, housing, organizing and higher education.

His many roles have included serving on the U.S. worker delegation to the International Labor Organization conference and other international assignments, including membership on the auditing committee of the International Confederation of Free Trade Unions.

He is a co-chairman of the Labor Advisory Council to the Democratic National Committee and serves on boards of a number of organizations, including the Human Resources Development Institute.

Joyce holds a number of posts involving building trades activities and is president of the Masonry Research Foundation.

Raftery, 65, came from a union family and joined Sign Painters Local 774 in his home city of St. Louis at the age of 16. He served as a chief boatswain mate in the Navy during World War II, attended St. Louis University, became business agent for Local 513 and in 1953 joined the international union staff as an organizer and later a general representative.

He was unanimously elected president at the union's 1964 convention to succeed his father, Lawrence M. Raftery, and took office in 1965. He was elected an AFL-CIO vice president in 1970.

Sec.-Treas. Thomas Donahue and President Lane Kirkland welcome newly elected Vice President John T. Joyce to AFL-CIO Executive Council.

Easing sanctions on Poland called threat to Solidarnosc

Piney Point, Md.—The Reagan Administration, by easing trade sanctions and going along with a rescheduling of repayment of the huge Polish debt, is encouraging the Jaruzelski regime and the Soviets to assume that the West will gradually lose interest in the Solidarity union movement, the AFL-CIO charged.

The communists are convinced that over time Western outrage over the crushing of Solidarnosc will subside and business as usual will resume, the council said in a statement.

"By gradually abandoning the conditions he set for the easing of sanctions, the President has encouraged this grim assessment," it said.

Default urged

The council reiterated its longstanding demand that the Polish debt be declared in default, noting that the alternative is to continue rolling over the debt and thus underwriting the brutal suppression of the first free trade union movement in the communist camp.

"That alternative, in light of the unquenchable courage of (Solidarnosc Chairman) Lech Walesa and his colleagues, would bring lasting shame to our nation," the council declared.

Protests earlier this month by Solidarnosc supporters in six Polish cities were put down by riot police using water cannons, clubs and tear gas. More than 600 people were arrested. The government's sharp response proved wrong the Administration's belief that relaxation of the sanctions would induce more humane behavior from the Jaruzelski regime, the council said.

Just the opposite has been true, it said. Following the partial lifting of sanctions earlier this year, the number of political prisoners has grown, Polish authorities have intensified their crackdown on Solidarnosc and, according to reliable reports, the government has hired thugs to intimidate, beat, and murder union activists. The sanctions were imposed in 1981 after the regime attempted to crush the independent trade union movement.

In the midst of this deteriorating situation, some 500 Western banks—including 70 in the United States—have agreed to a delay in the repayment of Poland's $1.7-billion debt, some due this year.

"This action amounts to an extension of credit to a tyrannical government that has snubbed Western demands for the release of political prisoners and the restoration of Solidarnosc," the council pointed out.

"No sooner were the debt negotiations concluded than Jaruzelski, as if to underscore his contempt, flew to Moscow, where (Soviet Premier Konstantin) Chernenko awarded him the Order of Lenin and a 15-year economic pact.

"For all its anti-communist rhetoric, the Reagan Administration continues to put the short-term needs of banking and commercial interests above the defense of human rights in American foreign policy," the council added.

"Those who are motivated mainly by corporate greed and the pursuit of profit—and they are legion in the President's party—cannot be entrusted with the defense of democracy."

Health care union voted charter

Piney Point, Md.—The National Union of Hospital & Health Care Employees, now a division of the Retail, Wholesale & Dept. Store Union, will become an independent AFL-CIO affiliate on July 1.

Issuance of the charter was urged by RWDSU President Alvin E. Heaps and was unanimously approved by the AFL-CIO Executive Council.

The RWDSU division has some 140,000 members, but its largest segment will not be a part of the newly chartered union. District 1199, New York, will remain as a local of the RWDSU.

Realignment of the RWDSU's health care affiliates is in accord with an agreement that amicably resolved internal differences and led to the dropping of court suits and counter-suits.

The new AFL-CIO union will begin operations with locals or districts in 19 states, the District of Columbia and Puerto Rico, a spokesman said.

Heaps, who is an AFL-CIO vice president, predicted that issuance of the charter "would be an organizational asset to the AFL-CIO." The new union will start with some 60,000 members, he said.

A number of AFL-CIO affiliates represent large numbers of hospital and nursing home workers—among the fastest-growing segments of organized labor.

The RWDSU's expansion into this field began when its Local 1199 used its base among New York City pharmacists and drug store employees to launch an organizing campaign among low-paid workers in the city's non-profit "voluntary" hospitals.

That breakthrough came just 25 years ago, in a long and successful strike for bargaining rights and better conditions.

Heaps noted the establishment of an RWDSU Hospital Workers Organizing Committee in 1968 and the national union as an RWDSU division in 1971.

Divisive issues

The hospital division paid a reduced per capita tax to the international union, using the retained revenue for organizing and other union functions. Strains in the relationship developed over a number of issues, with the national hospital division leadership challenging RWDSU's moves to integrate the division more closely into the international union's structure and the New York local at odds with the national division on this and other issues.

The hospital division had sought an AFL-CIO charter at the February meeting of the Executive Council but its request was denied at the time under the council's established policy of non-intervention in the internal divisions of an affiliate.

In a recently concluded election, the New York membership backed the position taken by its President, Doris Turner, who was re-elected by a big margin with her entire slate. An opposing slate had sided with the national division, which is headed by Henry Nicholas.

The national union has been headquartered in New York, and its press representative told the AFL-CIO News that there are no immediate plans to shift location. An immediate task, he said, will be to work out a division of the welfare and pension fund assets between the national organization and the New York 1199 local that is staying with the RWDSU.

Officers of the national organization, who will retain their posts in the transition to a separately chartered union, include Sec.-Treas. Jerome P. Brown, Vice President and Organizing Director Robert Muehlenkamp and Executive Sec. Donna Ford, in addition to Nicholas.

The 1199 New York officers, in addition to Turner, include Executive Sec. Edward Wecker and Treasurer Telbert King. The four executive vice presidents are Ramon Malave, David White, Phillip Kamenkowitz and Jo Ann Marshall.

Israel pressed to intervene in El Al dispute

Piney Point, Md. — The Executive Council called on the Israeli government to instruct the state-run El Al airline to bargain in good faith with the Machinists, who struck the carrier in March, and to end its attacks on the union.

The walkout began Mar. 16 after all attempts to resolve the dispute under federal regulations governing labor relations in the airline industry had failed. The strike involves some 230 members of IAM District 100 in New York and Miami.

El Al has demanded more than a dozen concessions, including a three-year wage freeze, the right to contract out work now performed by IAM members, across-the-board cuts in vacations and elimination of vital work rules that protect job security.

Despite constructive union counterproposals, management has refused to bargain realistically, the council noted. El Al representatives have repeatedly walked out of meetings, expressing a take-it-or-leave-it attitude. The airline also has flown in strikebreakers from Israel and hired special security guards to intimidate the strikers, resulting in violence on the picket line.

Histadrut, the Israeli labor federation, has condemned El Al's handling of the dispute, demanded the immediate removal of the strikebreakers, expressed "full solidarity with striking El Al employees," and called for "speedy resolution of the conflict in accordance with free democratic trade union principles."

The council expressed its support of the striking workers, and its thanks for Histadrut's efforts on their behalf.

El Al has a long history of labor disputes in Israel and, in 1982-83, was shut down for four months.

CENEX products added to AFL-CIO unfair list

Piney Point, Md.—CENEX gasoline and petroleum products have been added to the AFL-CIO Unfair List by the federation's Executive Council at the request of the Oil, Chemical & Atomic Workers.

The council condemned the company's attempt to bust the union at its Laurel, Mont., refinery and voiced strong support for the 175 OCAW members who have been on strike at the refinery since Jan. 15.

Workers were forced to walk off the job after CENEX—ignoring a 30-year "stable and constructive bargaining relationship"—began a union-busting campaign, the council said.

To try to break the OCAW, the company is attempting to operate the refinery using supervisors and "imported scabs," the council said. It noted that CENEX has brought in "a Pinkerton guard force which outnumbers the strikebreakers."

CENEX is the brand name for gasoline and petroleum products manufactured by the Farmers Union Central Exchange, Inc. of Inver Heights, Minn.

Full media access urged for summer Olympics

Piney Point, Md. — The AFL-CIO called on sponsors of the 1984 summer Olympic Games to resist efforts of the Soviet Union and its allies to prevent Radio Free Europe and Radio Liberty from covering the Los Angeles competition.

The USSR succeeded, through a subterfuge, in preventing RFE and RL journalists from covering the winter Olympics in Sarajevo, Yugoslavia, an Executive Council statement noted. The action violated the spirit and meaning of Olympic rules as well as the Helsinki agreement provision for reducing international tensions through the free flow of information across national borders, it said.

The RFE and RL journalists should have the same access to gather and disseminate information about the Olympic events as all other professional journalists, the council said.

Council program seeks real recovery

Squeeze on workers seen source of surge in profits

Lane Kirkland fields questions from reporters at press conference during Executive Council meeting. At left is Information Director Murray Seeger.

Continued from Page 1

tion's efforts have been "primarily directed toward making certain that our members are acquainted with the issues and the records of the candidates and making certain they are qualified to participate and turn out in the maximum possible numbers. We regard that as an important contribution to the democratic process."

Kirkland said organized labor was "clearly an important factor" in the primaries won by Mondale, but the primary credit "goes to the candidate." He said Mondale "has done a highly effective job" of making his case, and his candidacy has been strengthened in the process.

"He has demonstrated our prudence and good judgment in expecting and anticipating that he would be the candidate who could most effectively attract a favorable response from our members," Kirkland observed.

Political activities

In the course of their meeting, council members heard reports from COPE Director John Perkins on recent party primaries and caucuses, including the May 8 primaries midway during the council sessions. Other political activity reports were presented by Vice Presidents Frederick O'Neal and Barbara Hutchinson for United Black Labor for '84; Vice Presidents Joyce Miller and Hutchinson on AFL-CIO Women Working for '84; Vice President William W. Winpisinger on union retirees, and Economic Research Director Rudy Oswald on presentations to the Democratic Platform Committee.

Kirkland underscored Reagan's economic policies as a central issue in the election campaign. Responding to reporters' questions, he rejected the suggestion that workers are better off now than they were three years ago. Workers don't recover from unemployment suddenly when they get another job, Kirkland pointed out. The effects linger for many years, he noted, and the millions of workers who suffered unemployment during the past three years still bear the scars.

Severe losses

"Many of them have lost their homes," Kirkland observed. "Many of them have had their health impaired because they lost their health insurance coverage. They suffered all the other social and economic consequences of unemployment. That isn't written off by suddenly finding another job after a long period of deprivation. . . .

"I believe that as the debate goes on, the evidence can be brought forth very forcefully that all those people that we care most about have been sorely afflicted as a result of the policies of this Administration. And enough has been proven to convince people that another four years is a risk that ought not to be lightly faced."

In other business, the council heard a report on the recent breakthrough settlements among the struck Las Vegas hotels and on the outlook for bargaining with the holdout members of the Nevada Resort Association. The report was presented by Vincent Sirabella, organizing director of the Hotel Employees & Restaurant Employees, on behalf of HERE President Edward T. Hanley, who remained in Las Vegas, and by President Robert F. Harbrant of the Food & Allied Service Trades Dept.

A statement adopted by the council sharply denounced the struck hotels for their union-busting approach to the bargaining table and called on union members across the country to continue their solid support for the strikers.

Other council statements, which are detailed elsewhere in this issue, dealt with the pro-employer trend of the National Labor Relations Board, accreditation of Radio Free Europe and Radio Liberty for coverage of the Olympics, the Machinists' strike against Israel's El Al Airlines, areas of policy under the internal disputes mechanism of Article XX of the AFL-CIO Constitution, the "binge" of corporate takeovers, coming choices facing long-distance telephone customers, union-busting by the CENEX Refinery in Laurel, Mont., the operations of the Coca-Cola Co. in Guatemala, and the Administration's abandonment of economic sanctions against the repressive Jaruzelski regime in Poland.

Legal move

Sec.-Treas. Thomas R. Donahue filled in the council on court action blocking a move to merge the Typographical Union with the unaffiliated Teamsters. Donahue also reported on developments affecting the status of the Housing Investment Trust and the Mortgage Investment Trust.

Kirkland gave a detailed account of the creation by Congress of the National Endowment for Democracy. The endowment will channel funds to organizations and foundations of American labor, business and the two major parties to promote democratic institutions overseas. The AFL-CIO's Free Trade Union Institute has been revived to receive funds and transmit grants to foster democratic trade unionism in other countries. Kirkland reported that Eugenia Kemble of the Teachers, who was active in the legislative effort to create the endowment, has been appointed director of the Free Trade Union Institute.

Sec.-Treas. John E. Mara of the Union Label & Service Trades Dept. advised the council of the effectiveness of its boycott action in helping to achieve settlement of the Newspaper Guild's strike against the publications of Consumers Union. He conveyed the thanks of Guild President Charles A. Perlik, Jr., for the strong labor support generated by the council's boycott, which was dropped following the settlement.

The council also heard from Legislative Director Ray Denison on the outlook for the remainder of the current congressional session, President Howard Samuel of the Industrial Union Dept. on prospects for industrial policy legislation, Organization & Field Services Director Alan Kistler on organizing developments, International Affairs Director Irving Brown on coming meetings of the executive board of the International Confederation of Free Trade Unions and the International Labor Organization.

Other reports

Interim committee reports were given by Donahue on the evolution of work and on finances; by Vice Presidents Glenn Watts on public relations, William H. Wynn on regressive legislation, and Thomas W. Gleason on the George Meany Memorial.

The council approved budgets for the Asian-American Free Labor Institute, the African-American Labor Center and the George Meany Center for Labor Studies. It also approved contributions to the National Symphony Orchestra, Economic Education for the Clergy, the Education Commission of the States, International Games for the Disabled and the Institute for Civil Justice.

The next meeting of the Executive Council will be held Aug. 20-22 in Denver.

Tax policy spurring 'takeover binge'

Piney Point, Md.—Corporate takeovers aimed at hyping profits for the already rich without adding jobs to the economy are endangering the nation, the Executive Council warned as it called for an end to the practice.

"The laissez-faire policies of the Reagan Administration encouraging takeovers and cannibalization of corporations must be changed," the council declared in a statement.

"The interests of employees and consumers must be taken into account. The tax policies and credit policies that favor takeovers need to be changed."

The takeovers are encouraged by the Reagan deregulation fever and the failure of the Justice Dept. and the Federal Trade Commission to rigorously enforce antitrust laws, the council asserted. Also, the Securities & Exchange Commission fails to require adequate notice and accounting for the actions of financial stock manipulators.

Workers sacrificed

No account is taken of the interests of employees involved in the takeovers, the council stressed. Employees are traded and bartered as chattel in the corporate wars for control and fast profits. Workers' wages, working conditions, pensions—and even their jobs—are threatened by divestitures and takeovers, the council said.

Takeovers in the oil industry have substantially reduced competition in the industry, leaving consumers at the mercy of a few large conglomerates. Takeovers have changed the makeup of financial institutions. Bank and thrift holding companies engage in interstate banking as well as in brokerage activities, savings and loans, insurance and other activities all intermingled in a new conglomerate operation.

In the media, concentration of ownership threatens the promise of a free press.

Executives take care of themselves during the takeovers, however, devising special protective devices—so-called "golden parachutes"—that provide large bonuses and buyouts if a firm is sold or merged.

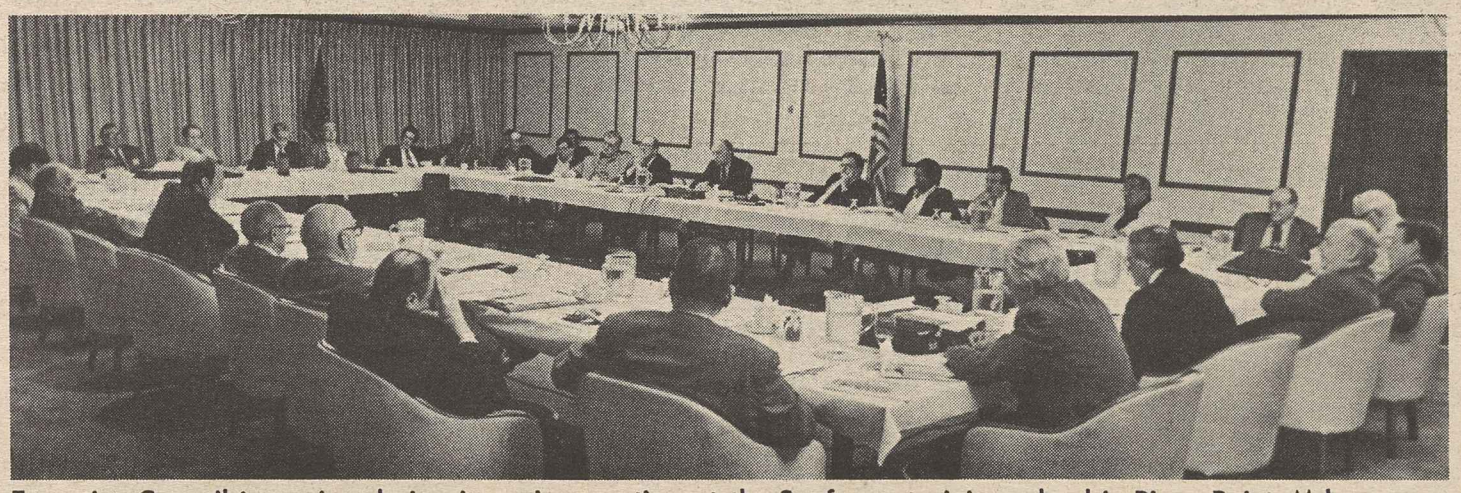
Accelerated depreciation provisions under new tax laws enacted during the Administration encourage the acquisition and divestiture of assets strictly for tax avoidance, not for investment purposes. Some firms are being bought solely for their tax losses, to be used to reduce tax liabilities, the council noted.

Boosting interest rates

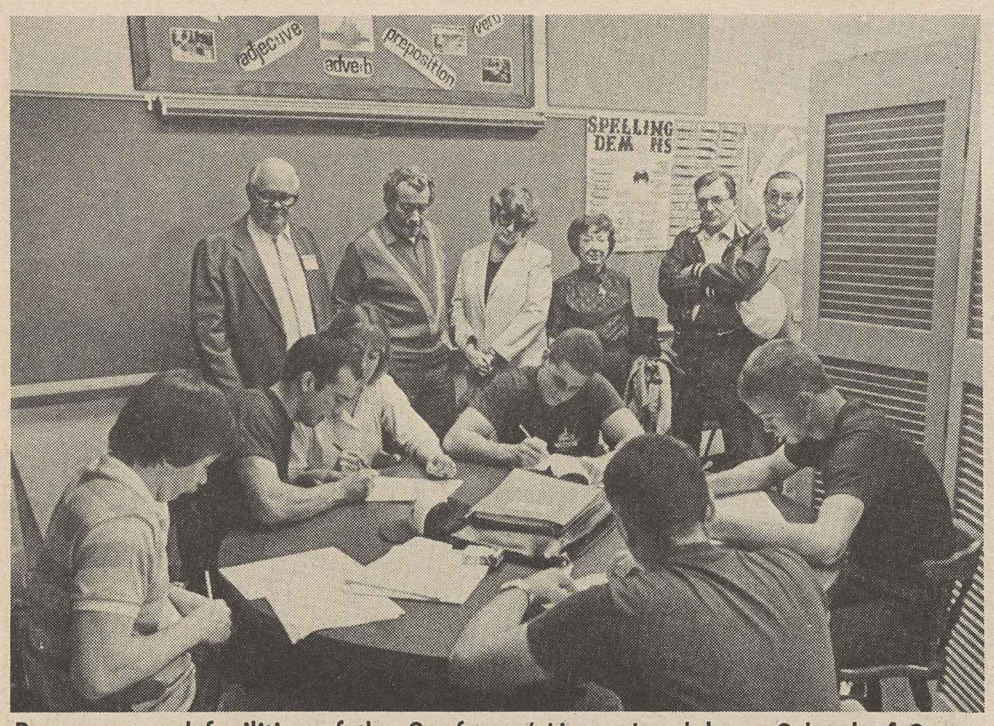
Banks aid and abet the takeover mania by extending tens of billions of dollars in credit to competing takeover aspirants. These credit commitments tend to raise overall interest rates and limit the ability of banks to make other, more productive loans. In the leveraged buyout schemes, a few executives obtain bank loans collateralized by the corporation's assets to purchase controlling stock interest in a corporation.

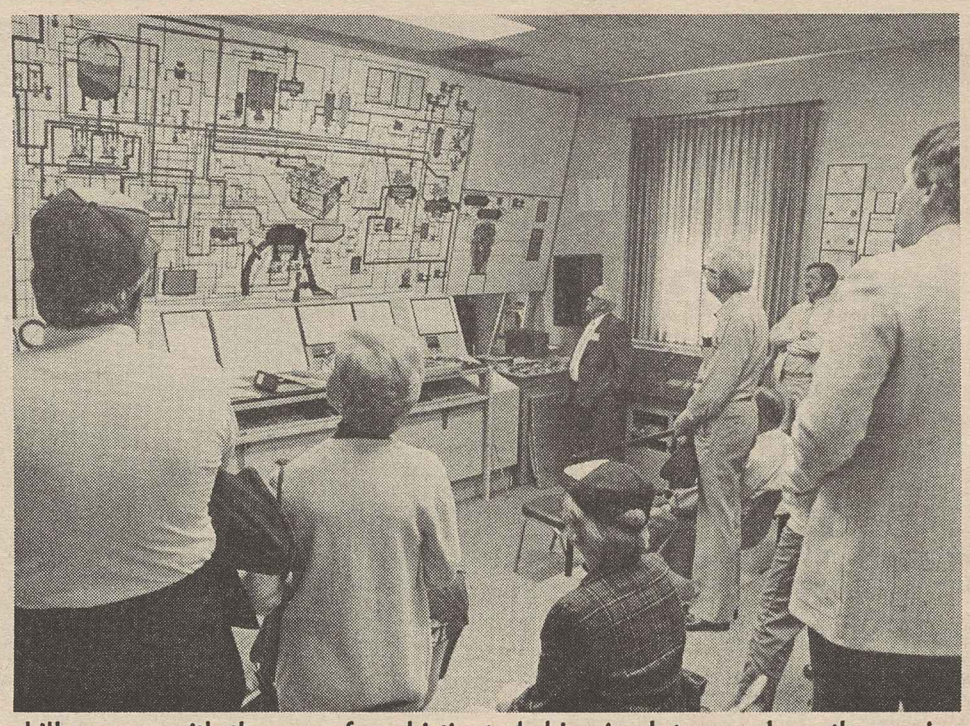
To remedy the situation, the council called for:

- Prohibiting huge conglomerate mergers.
- Changing tax laws to limit the repeated depreciation of assets through mergers and acquisitions, curb the carryover of tax losses, and narrow capital gains treatment of such profits.
- Credit control legislation to restrict extension of credit for large mergers, or leveraged buyouts involving more than $100 million in credit.
- Guarantees for workers' pensions as part of divestiture and takeover arrangements.
- Protection of worker and consumer interests during divestiture or takeover.
- Restricting foreign acquisition of firms engaged in operations related to national security.
- Curbing "golden parachutes."
- Federal chartering of major corporations.
- Prohibiting interlocking directorates of major firms and banks.
- Temporarily prohibiting any more mergers in the oil industry.
- Limiting media concentration.
- Restricting interstate banking and non-banking institutions.



Executive Council in session during its spring meeting at the Seafarers training school in Piney Point, Md.





Programs and facilities of the Seafarers' Harry Lundeberg School of Seamanship are explored by members of the Executive Council and AFL-CIO staff. Courses offered to SIU members include reading and writing skills, taught in one-on-one classes, left, along with all levels of seamanship skills, many with the use of sophisticated ship simulators such as the engine control room. In a statement, the council commended the SIU on its training program and expressed gratitude for making the Piney Point, Md., facility available for the council's spring meeting.

Senate votes down health care aid for elderly, disabled

The Senate refused to shield America's elderly and disabled from Medicare cost increases that would be required under a spending reduction bill that is being debated.

It rejected two labor-supported amendments proposed by Sen. Edward M. Kennedy (D-Mass.). One sought to block a projected increase in monthly premiums for Part B of Medicare, which pays doctor bills. It also would have prevented higher deductibles to be paid by patients. The vote to table, and thus kill, the amendment was 58-36.

The other Kennedy amendment, defeated by an almost identical 59-36 vote, would have kept intact the present provision for Medicare coverage to start in the month a person reached the age of 65. The bill before the Senate would have delayed coverage until the next month.

In a letter to senators before the vote, Legislative Director Ray Denison expressed the AFL-CIO's support for both Kennedy amendments. Economy should not begin with increasing the health care burden on the elderly, he said. Most of them can't afford additional costs, he said.

Persons on Medicare now spend an average of 20 percent of their incomes on medical care, Denison noted. Any further increases would be unjustified, he said.

Cold Coke

Piney Point, Md.—The 450 workers who have occupied a Coca-Cola bottling plant in Guatemala City since Feb. 18 have the AFL-CIO's full support, the Executive Council said.

The council called on the Coca-Cola Co. to abide by an agreement it had made and begin "serious discussions" with the International Union of Food & Allied Workers, with which the union representing the embattled workers is affiliated.

Occupation of the plant by the workers came after management announced that the firm was bankrupt and would close the next day.

The validity of the bankruptcy claim was challenged by the IUF and the union's case was further supported by a delegation of North American trade unionists that went to Guatemala at the end of March.

Nearly four years earlier, when the plant was under different ownership, labor disputes resulted in the killing of eight local union leaders, the Executive Council noted. The Coca-Cola Co., headquartered in Atlanta, then agreed to finance new ownership, retain management supervision, assure union recognition and meet with the IUF, the council said.

In that context, the council asserted, "Coca-Cola's disclaimer of responsibility in the present dispute amounts to a breach of contract."

Council statements clarify policy on internal disputes

Piney Point, Md. — Two statements issued by the AFL-CIO Executive Council at its meeting here are designed to clarify and strengthen policy with respect to Article XX of the AFL-CIO Constitution governing internal disputes.

Both statements were recommended by the council's Article XX review committee. They deal with "general work or trade jurisdiction" disputes among building trades unions and with the affiliation of independent unions.

In the former, the council notes that "general work or trade jurisdiction" disputes are not covered by Article XX (they are subject to the building trades' joint disputes procedures), but the question of when a dispute falls within this classification continues to cause difficulty.

"The situation that has generated most of the difficulty," the council said, is where two or more unions seek for the workers they represent, "in collective bargaining or otherwise," the same construction work at a site where that work has not been customarily performed.

Jurisdictional resolve

In issuing its statement of policy covering this situation, the council said:

"Section 3 of Article XX, in terms, protects only 'established work relationships' which are 'deemed to exist as to work of the kind which members of an organization have *customarily performed at a particular plant or work site* (emphasis added). Thus, Section 3 plainly does not provide protection in the situation covered by this statement.

"And stretching the words of Section 2 — which protects 'established collective bargaining relationships'— to protect the affiliate with the longest standing claim to the particular type of construction work in question would produce two wholly unacceptable effects: such a reading of Section 2 would in practical terms negate the careful limitation of Section 3 to 'customary work' and would also extend the reach of Article XX to most, and perhaps all, of the jurisdictional disputes in the construction industry. For this reason, the council concludes that Section 2, like Section 3, does not provide protection in the situation covered by this statement."

Constitutional criteria

In its other statement, the council noted that since 1974 it has had three criteria for determining whether an independent union has become a "local or other subordinate body" of a federation affiliate and thus subject to the protections of Article XX. These criteria are the issuance of a charter to the independent union or its inclusion with a previously chartered subordinate body, payment of regular per capita to the AFL-CIO on all members involved, and the granting to those members of full rights of membership in the AFL-CIO affiliate.

The basic aim has been to bring independent unions "into the mainstream" of organized labor by encouraging such affiliations, the council said. It noted, however, that recent experience shows that the policy has not been "sufficient to encourage affiliations that effectively integrate the independents into the labor movement."

The council reported, for example, that some independents have sought conditions of affiliation that "in practical effect" preserve their independent existence. This has encouraged a bidding competition among AFL-CIO affiliates "directly contrary to Article XX's purposes."

Rules for independents

For these reasons, the council adopted the following additional criterion that must be met for an independent's affiliation to receive the protection of Article XX:

"4) No later than four years after the affiliation, the affiliated local or subordinate body must be required: to pay the regular per capita to the AFL-CIO on all members of the local or subordinate body; and to maintain its status as an affiliated local or subordinate body of the AFL-CIO continuously thereafter."

In another action, the Executive Council granted the Operating Engineers an extension of Article XX jurisdictional protection for Unit No. 13 of Fresno County, Calif., employees. The extension runs until the council meets next, Aug. 20-22.

Reagan appointees transform NLRB

Continued from page 1

ers to be represented by a union of their choosing.

Past administrations, both Republican and Democratic, "had pretty well observed" an understanding that NLRB appointees wouldn't be active partisans of unions or management, Kirkland said. But that all changed under Reagan, he said.

An analysis prepared for the council documented the trend. It compared NLRB decisions during comparable September through February periods in the Ford, Carter and Reagan Administrations.

In NLRB decisions on unfair labor practice charges against employers, 280 of 325 were upheld in whole or substantially during the Ford Administration, 374 of 445 during the Carter period, but only 68 of 135 under Reagan.

And in disputes over representation elections, the union position was upheld in a substantial majority of cases in the Carter and Ford Administrations. But the employer side won in 13 of 18 cases acted on by the current board.

The Senate Labor Committee had called a one-day hearing on Collyer's nomination while the council was in session, and its Republican majority was pressing to quickly bring the nomination to the Senate floor for a confirmation vote. But Sen. Edward M. Kennedy (D-Mass.), the ranking minority member, served notice that Democrats would resist such hasty action. Committee Chairman Orrin Hatch (R-Utah) then said he would hold off a vote on reporting the nomination until June and meanwhile schedule another hearing.

The council concluded that Collyer "does not have a single qualification for the job." It cited her relatively brief legal experience after graduation from law school. She was appointed chairman of the Mine Safety & Health Review Commission early in the Reagan Administration. In that post, the council said, "she always voted for the employer position in hard cases."

A hostile NLRB can make organizing and bargaining more difficult and the present board "is plainly intent on doing so," the council noted.

The council statement urged the need for Congress to limit the NLRB's ability to frustrate the intent of federal labor law. A "first step" in that direction would be rejection of the Collyer nomination.

President Reagan still has another NLRB vacancy to fill—a seat that has been open since the expiration last August of the term of Howard Jenkins, Jr., a highly regarded moderate Republican. The only Carter Administration holdover on the board is Don A. Zimmerman, a political independent.

Benjamin, Buckmaster get key posts

Daniel K. Benjamin has been appointed chief of staff to Labor Sec. Raymond J. Donovan, and Duane Buckmaster has been named deputy director of the Federal Mediation & Conciliation Service.

Benjamin, 36, had been acting assistant secretary for policy at the Labor Dept. since March 1983. Prior to joining the department in June 1982, he was an assistant professor of economics at the University of Washington.

Buckmaster, appointed by FMCS Director Kay McMurray, joined the agency Apr. 29. Before taking the post he was a management consultant in Chicago. He also had been a management negotiator for United Airlines, and early in his career he had been a member of Machinists Local 1979 in Honolulu.

Buckmaster replaced former Deputy Director Richard D. Williams who has returned to his previous position as director of the FMCS western region based in San Francisco.

High joblessness persists

Import relief termed vital to steel recovery

America's steel industry needs a curb on job-destroying imports to recover from a devastating recession, union and employer witnesses told the International Trade Commission.

Steelworkers President Lynn R. Williams and Vice President Leon Lynch said the start of economic recovery hasn't been felt at the plant gates because imports have taken over a bigger share of the U.S. market.

Steel imports, increasingly from low-wage countries, have captured 25 percent of the domestic market. And imports creamed off 40 percent of the rise in U.S. steel consumption during the first months of this year, Williams said.

As a result, he testified, employment isn't much above its recession low point. "Steelworkers are not being recalled and, unless some relief is afforded from the surge of imports, no end to their suffering is in sight."

Joint effort

Bethlehem Steel Corp., the nation's second-largest producer, joined with the union in petitioning the ITC for relief. They are urging the commission to recommend that President Reagan restrict imports to 15 percent of the U.S. market for the next five years.

Governors, mayors and members of Congress from districts where steel unemployment is heavy were among the opening-day witnesses endorsing the request for import quotas.

Lynch, who joined Williams in presenting the Steelworkers case, said the loss of some 200,000 steel industry jobs since 1977 has meant that many long-service employees have been "permanently displaced," with no realistic expectation of recall.

He cited a study of laid-off USWA members at two steel pipe plants at Duquesne, Pa., and said it was typical of the plight of other groups of jobless workers.

More than 6,700 union member were employed at the two plants at the end of 1981. Of these, 4,100 lost their jobs during 1982 and another 500 in 1983. Most had been laid off more than 16 months at the time of the survey.

Decreased earnings

Only 9 percent had found full-time jobs and 19 percent had part-time work. Of those with employment, 83 percent said their earnings had "decreased significantly," 14 percent said the decrease was "moderate."

Unemployment compensation had run out for 44 percent of the group and most families had no health insurance. In addition, Lynch testified, the survey found 80 percent of the unemployed steelworkers had experienced illness, depression or distress linked to their unemployment.

As for the future, Lynch told the ITC that the Duquesne facilities were among those slated by the U.S. Steel Corp. for permanent shutdown.

Williams testified to the pay cuts the union has accepted to bring down employment costs. He spoke of "dramatic results" achieved by joint union-employer teams in improving efficiency and quality of production.

"We are doing our part," Williams testified.

As for efficiency, he said, U.S. steelworkers produce substantially more steel per hour than workers in other industrialized countries, including Japan. The cost gap with the industrialized nations would be greatly diminished if the dollar wasn't overvalued on the world market, Williams testified.

Labor costs

But he stressed that the union has no apology for the fact that steel labor costs in the United States are higher than in so-called Third-World countries that have become major exporters of steel products to the United States.

Their living standards are "far lower," Williams noted. For the most part, "they toil under oppressive regimes in which free trade unions are either heavily restricted or outlawed altogether."

It surely should not be national policy to reduce the wages and living standards of American workers "so that they will match those of the worst paid steelworkers anywhere in the world," he insisted.

Intermission at Trade Commission hearings on the impact of job-gutting steel imports. In foreground, Bethlehem Steel Chairman Donald Trautlein, Steelworkers President Lynn Williams and Vice President Leon Lynch.

Federal investigation begun on OSHA's former director

The Federal Bureau of Investigation is conducting a conflict-of-interest inquiry into the relationship between Thorne G. Auchter, former director of the Occupational Safety & Health Administration, and B. B. Andersen, owner of a building construction firm that recently hired Auchter.

The investigation centers on Auchter's role in dismissing $12,600 in proposed fines for a dozen violations of the federal job safety law in May 1981, and his subsequent employment by the company.

Field staff questioned

Vernon Strahm, OSHA's former Kansas City regional director, and John Miles, the agency field office coordinator, confirmed they were interviewed by FBI agents, the Associated Press reported.

Strahm said he was contacted by FBI agents "twice by phone and twice in person." He said the agents' line of questioning centered on Auchter and Andersen and "if I felt any collusion existed" in the events that occurred.

Strahm said that two of his inspectors, armed with a court warrant, conducted an inspection of a B. B. Andersen Co. construction site in 1981 over the objections of company officials.

The inspection resulted in 12 violations—10 considered "serious" and two "willful"—and fines totaling $12,600. In trying to nullify the results of the inspection, the company enlisted the aid of Rep. George Hansen (R-Idaho) who wrote to Auchter demanding "you look into this matter with a view toward correcting the injustice to the Andersen Co." Auchter dropped the penalties.

Strahm was given a verbal reprimand by Miles, Administrative Program Director David Zeigler, and Mark Cowan, who had been Auchter's assistant. Strahm was later given a poor job performance evaluation and a choice of demotion or retirement.

Asked whether Auchter may have been acquainted with Andersen prior to his being hired by the company, Strahm said that although he couldn't prove it, it would "seem possible" given that both belonged to building associations which hold national meetings, and that both are Republicans who were active in the 1980 election campaign of Ronald Reagan.

A Justice Dept. representative would "neither confirm nor deny" that its public integrity section was continuing an investigation of Auchter.

Major banks push prime lending rate up to 12.5 percent

A new boost in the prime lending rate—the third rise since mid-March—threatened to pinch the recovery and set the stage for increased joblessness.

Led by New York's Chase Manhattan Bank, commercial banks across the country fell in line with a half-percent increase to 12.5 percent, the highest level in the prime in 18 months. The prime rate is a base lending rate that banks charge their best corporate customers. Other short-term bank loan rates are tied to it.

Quickly following Chase Manhattan's lead were Citibank, Manufacturers Hanover Trust Co., Continental Illinois National Bank & Trust Co., First National Bank of Chicago, Marine Midland Bank, and Mellon National Bank.

These and other of the nation's big banks had raised prime rates to 11.5 percent from 11 percent on Mar. 19, and another half percentage point to 12 percent on Apr. 5.

Credit surge

Industry analysts saw the latest boost in the prime as the result of a surge in credit demand by the private sector on top of the ongoing demand for funds by the Treasury Dept. Many observers predicted that rates would continue to rise.

In late March, the Federal Reserve Board's Open Market Committee decided to tighten credit conditions, an action that generally precedes higher interest rates.

Within hours of the move to a higher prime rate, the Veterans Administration announced an increase in its maximum home loan interest rate from 13 to 13.5 percent. The rate was last raised in March, when it was increased from 12.5 to 13 percent.

Fixed-rate mortgages around the country are now above 14 percent in most places. The VA contends it cannot let its rates get too far out of line with mortgage rates in general because lenders begin to penalize owners of homes with VA mortgages when they want to sell.

'Call union' urged for long-distance telephone service

Piney Point, Md.—Unions and their members should "call and buy union" when choosing long distance telephone service or buying equipment, the Executive Council urged.

A council statement calls on AFL-CIO affiliates, state and local labor bodies and union members to select a long distance telephone carrier with a unionized workforce and to purchase only telecommunications equipment made in America by union labor.

The council noted that because of the court-ordered breakup of the Bell System formerly owned by AT&T, consumers now have to make choices about the telephone services they want and about equipment they buy.

Of the major companies competing for long distance telephone business, the council pointed out that only AT&T Communications and Western Union's Metro-Call have unionized workforces.

Divestiture terms

Some consumers will be asked to pick a long distance service as early as July 15 under a provision of the AT&T divestiture settlement that requires local Bell operating companies to provide other long distance companies "equal access" to local phone services. Consumers in cities where the "equal access" ruling is taking effect will be asked whether they want to stay with AT&T or choose another service.

The process will stretch over a two-year period, and the systems used by the phone companies to find out customers' preferences will vary in different parts of the country.

The first market where a long distance choice will be required from consumers will be Charleston, W. Va.

Profits shoot up

Corporate profits continued to soar in the first quarter of 1984, with spectacular gains in some industries.

A Wall Street Journal survey of 510 major companies showed after-tax earnings zoomed an average 58 percent over last year's January-March period. The surge was only slightly less than the robust 64-percent increase in the 1983 fourth quarter.

Sharp gains were posted in the three biggest industrial groups. Profits of the Big Three auto makers totaled $3.21 billion, more than triple the year-earlier levels, and all three companies set record earnings for any quarter. As a group, autos and equipment saw net profits rise 236 percent.

Profits of 18 big oil companies rose 39 percent, and earnings of 68 utilities climbed 28 percent.

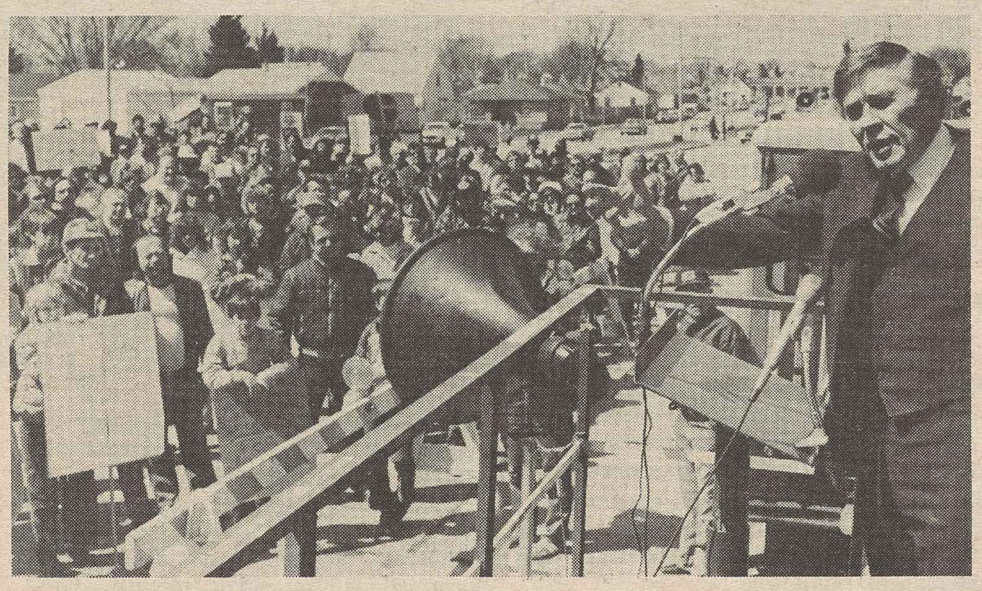
Food processing firms chalked up a giant increase of 196 percent over the quarter, rubber companies 150 percent, railroads 116 percent, and tools and machinery 115 percent.

Only two of the 28 major industry groups—banks and distillers—sustained a decline and these were relatively slight, 8 and 10 percent, respectively.

Major airlines narrowed losses from the 1983 first quarter. A 2-percent decline in passenger traffic was more than offset by higher ticket prices and an end to fare discounts.

Rally for jobs

State and city government officials join some 700 members of Allied Industrial Workers Local 806 in a Milwaukee rally to focus attention on the impact of plant closings. The AIW members marched to the Caterpillar Tractor Co. plant, which is scheduled to close next year. Communities in that area of Wisconsin have been hit by recent shutdowns of a foundry and a meatpacking plant. Caterpillar has rebuffed the union's offer for concessions and a city offer to refinance the property. Milwaukee Mayor Henry Maier, right, told the rally the threatened shutdown ranks as the "saddest moment" of his 24 years in office.



Jobless rate hovers at 7.8% as economic recovery slows

Unemployment remained stuck at a high 7.8 percent in April for the third month in a row, "a continuing tragedy for the millions of Americans seeking jobs," the AFL-CIO declared.

"It is another indication that the U.S. economy is not expanding enough to bring a real recovery from the deep 1981-83 recession," Federation Research Director Rudy Oswald said.

"The frozen unemployment rate is continued proof that current economic policies of huge budget and trade deficits will not bring recovery."

The April jobless rate was nearly 3 percentage points below the recession high of 10.7 percent in December 1982, but still above the 7.4-percent rate when President Reagan took office.

Government figures

The Bureau of Labor Statistics reported that 8,840,000 people officially were unemployed during April, an increase of 71,000 from March, but not enough to increase the seasonally adjusted jobless rate. By the AFL-CIO's estimate, however, "true" unemployment was much higher.

BLS's measure of civilian unemployment does not count the number of Americans employed only part time because they are unable to find full-time work, or those too discouraged to find any work. There are an estimated 1.3 million discouraged workers and 5.6 million others employed part time "for economic reasons."

If these workers were added to the count, the jobless rate for April would have been 11.4 percent, with 13.1 million unemployed Americans.

Economy slowing

Historically high by any standard, the April jobless rate bears out the view of many analysts that the economy is slowing. Recent government statistics on new orders for consumer goods, net new business formation, building permits and other leading economic indicators, along with a trend toward higher interest rates, point in that direction.

For certain categories of workers, unemployment remains a "national disgrace," Oswald stressed. The jobless rates for blacks and Hispanics each rose two-tenths of 1 percent last month, to 16.8 and 11.5 percent, respectively, BLS reported.

Employment in April grew by 260,000 to 10.4 million, seasonally adjusted, but a surge of about 330,000 in the civilian labor force to 113.2 million offset the jobs growth. By another measure of unemployment, which includes members of the armed forces stationed in the United States, the jobless rate was 7.7 percent, also unchanged from March and February levels.

Nonfarm payroll employment, as measured by a survey of establishments, showed gains in more than two-thirds of the 186 industries sampled by BLS. Almost half of the April job gains were in the goods-producing sector.

Factory employment continued to rise in April, posting a gain of 100,000. Durable goods increases occurred largely in machinery and electrical and electronic equipment while in nondurable goods, food processing and printing and publishing posted the strongest job growth.

There was an increase of 175,000 new jobs in the services industry. Construction employment improved over levels that had declined in March.

Labor opposes tax breaks for foreign investors

The United States shouldn't become a "tax-haven country" that lures foreign capital with special tax concessions, the AFL-CIO urged in a statement submitted to the House Ways & Means Committee.

The committee is considering legislation to repeal the 30 percent withholding tax now imposed on interest income from various types of foreign investments in the United States.

"We see no reason why foreign investors who enjoy security, protection and profit from investing in the United States should be exempted from making some contribution to this nation's taxes," the AFL-CIO stated.

As for the claim that repeal of the withholding requirement would attract more foreign capital to the United States, the AFL-CIO suggested that any such capital would most likely be "speculative" money for quick profit rather than long-term investment.

Such an inflow of capital adds instability to the economy without creating new jobs or production, it warned.

Primaries add to Mondale's delegate lead

Continued from page 1

The four-primary day, which the Hart campaign hailed as a turnabout, in fact enlarged Mondale's lead. He collected 188 delegates, more than the combined total of 138 for Hart and 41 for Jackson.

The Hart campaign substantially outspent the Mondale organization on television time, but some of its commercials may have backfired. One Hart ad aired in Ohio featured what was supposed to be a conversation between two blue-collar workers.

"Union leadership may get our union dues, but they don't get our hearts and minds," one Hart supporter is shown telling another.

But, as in other states, polls agreed on Mondale's strong first-place showing among union households.

Small stakes

Hart has realistic expectations of picking up strength as the campaign moves West, but the May 15 votes in Nebraska and Oregon have a low delegate yield, as does the May 18 caucus selection in neighboring Idaho.

In the big June 5 windup of the campaign, Hart is pinning his hopes on California's 306 delegates and hoping for an upset in the battle for New Jersey's 107 delegates. West Virginia, New Mexico and South Dakota also pick their delegates on that date.

But there are only 571 delegates still to be chosen and by the UPI news service count, Mondale already has a lead of 1,518 delegates to 886 for Hart, 303 for Jackson, 339 uncommitted and 58 pledged to other candidates.

Almost lost sight of in national coverage has been the selection of candidates for House and Senate seats—sometimes in the same primaries at which presidential preferences are voted and in some states in separate elections.

Texas runoff

Texas had a primary for congressional nominations on the same day as its evening caucuses for presidential choice, but a runoff will be needed to choose a Democratic candidate for U.S. senator.

The incumbent, Republican John G. Tower, is not seeking re-election and the GOP nominated Rep. Phil Gramm to succeed him. Gramm is the turncoat Democrat who, as strategist for the "boll weevils," was instrumental in pushing through President Reagan's budget and tax program three years ago.

On the Democratic side, three contenders ended up in almost a dead-heat. The runoff, on June 2, will be between Kent Hance, a conservative House member, and labor-endorsed State Sen. Lloyd Doggett, a strong liberal.

N.J. unions mount Mondale drive

Atlantic City, N.J.—The 1,200 delegates to the 19th biennial New Jersey AFL-CIO convention endorsed Democratic presidential candidate Walter F. Mondale and pledged to work for his victory in the state's June 5 primary.

The endorsement highlighted the three-day convention which centered on the need to prevent the re-election of Ronald Reagan.

Sen. Bill Bradley told delegates that the Reagan Administration is not concerned about unions or their members, reminding them of the number of workers' jobs that have been sacrificed to lower inflation. He stressed that the Reagan policies have resulted in the "most serious recession since the '30s," in a record trade deficit and a record budget deficit, and in double-digit unemployment—all in just one term.

Sen. Frank R. Lautenberg similarly emphasized the need to prevent a Reagan second term, keying on the possibility of Reagan's appointing four or five new members to the Supreme Court.

The delegates heard Rep. Peter W. Rodino proclaim that he has been proud to wear the label of "labor-endorsed" for the past 36 years. The Judiciary Committee chairman pointed out bankruptcy reform legislation he sponsored has passed the House and is awaiting action in the Senate.

Rep. James J. Florio urged the delegates to work for Mondale's defeat of Reagan, while Rep. Robert G. Torricelli stressed the importance of gaining a national industrial policy.

More jobs

Gov. Thomas Kean called "jobs" his top priority—the creation of new jobs and the retention of existing jobs in the state. He highlighted the impact of the Job Partnership Training Act on employment and pressed for support of a $3 billion transportation bond program covering highway and bridge construction and repair, and public transit.

Other guest speakers include COPE Director John Perkins, President Edward J. Cleary of the New York AFL-CIO, President Arthur R. Osborne of the Massachusetts AFL-CIO, State Labor Commissioner Roger Bodman, General Assembly Speaker Alan Karcher, and Air Line Pilots' member Jerry Schofield, who detailed ALPA's efforts in the Continental Airlines strike.

Delegates re-elected by acclamation all the officers and board members of the state federation, including President Charles H. Marciante, who begins his fifth term, and Sec.-Treas. Edward B. Pulver, who starts his third four-year term.

Delegates attended workshops on plant closings and aid for workers, on strike assistance, and on public employee bargaining.

Resolutions passed by the convention supported continuation of the Trade Adjustment Assistance program, a ban on industrial homework, development of a national policy, quotas on textile imports, and plant closing legislation.

EDITORIALS

The Hidden Cost

LAST WEEK it was the shoe industry. This week it is the steel industry. In both cases, unions and employers have jointly petitioned the International Trade Commission for temporary relief from job-destroying imports.

The case they make is compelling. Hundreds of thousands of jobs have been lost, and there are no jobs to replace them. Factory towns have become ghost towns.

In both industries, union members have gone the extra mile to help their employers stay in business. They have accepted pay cuts and a rollback of benefits, where needed. Joint union-management teams have searched for and found ways to increase productivity.

But a currency exchange rate that prices imports artificially low and makes U.S. goods so expensive abroad is beyond the scope of labor-management cooperation. And as Steelworkers President Lynn Williams told the Trade Commission, there is a limit to the lowering of U.S. living standards to compete with low-wage countries where workers are exploited and unions suppressed.

The unchecked flow of imports is no bargain for anyone if the cost of unemployment and empty plants is added to the price.

On a Takeover Binge

INSTEAD OF INVESTING in new plants and machinery and creating jobs for the future of America, corporations have gone on a takeover binge and have engaged in leveraged buy-outs, stock speculation and wild bidding wars.

These actions are designed to achieve enormous profits for the already rich without adding a single additional job. They do nothing to improve the competitiveness of American firms in the international arena but rather amount to little more than executive mud-wrestling. Tax policies and bank lending policies fuel the craze for the buying and selling of corporations.

In these takeovers, no account is taken of the interests of the employees involved. Employees are traded and bartered as chattel in the corporate wars for control and fast profits. Workers' wages, working conditions, pensions and even their jobs are threatened by divestitures and takeovers.

The takeovers are encouraged by the Reagan deregulation fever, and the failure to rigorously enforce antitrust laws. In the oil industry, takeovers have substantially reduced competition, leaving consumers at the mercy of a few large conglomerates.

Takeovers have changed the make-up of financial institutions. Bank and thrift holding companies engage in interstate banking, as well as in brokerage activities, savings and loans, insurance and other activities all intermingled in a new conglomerate operation.

In the media, concentration of ownership threatens the promise of a free press.

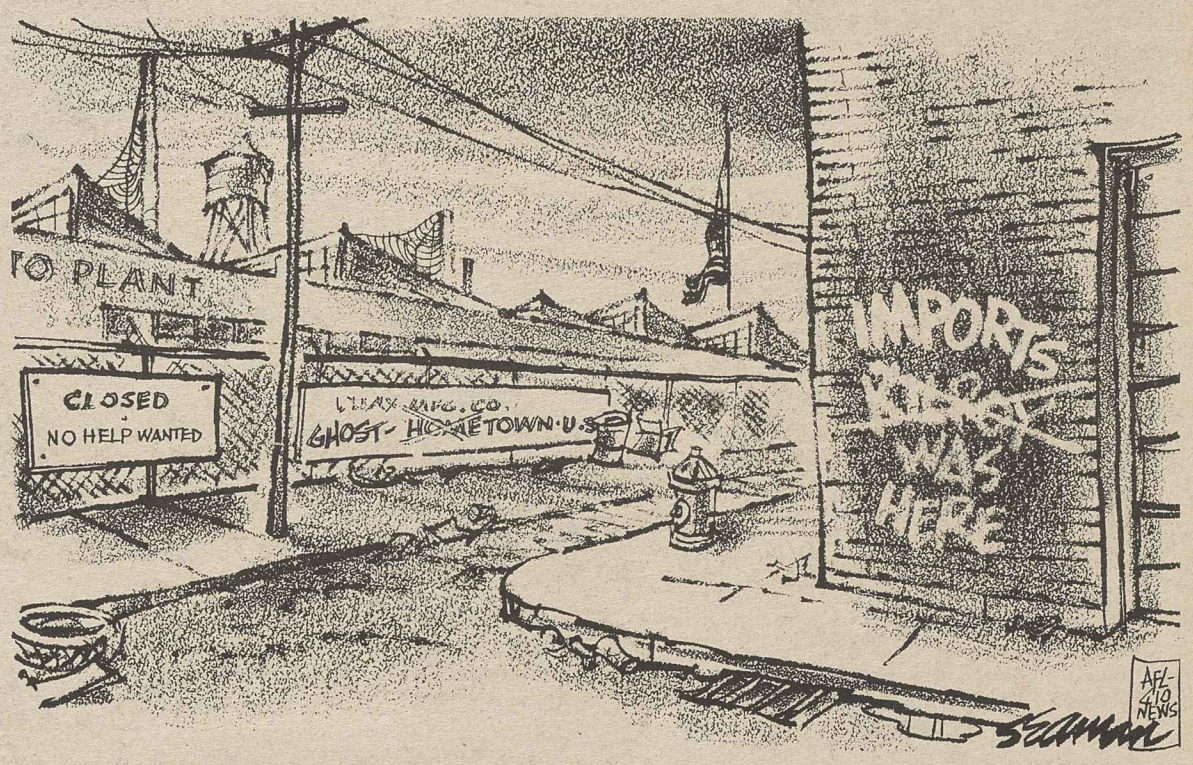
EXECUTIVES HAVE devised special protective devices to take care of themselves—so-called "golden parachutes"—that provide large bonuses and buy-outs if a firm is sold or merged.

The new tax law's accelerated depreciation provisions encourage the acquisition and divestiture of assets strictly for tax avoidance, not for investment purposes. Some firms are being bought solely for their tax losses, to be used to reduce tax liabilities.

Banks aid and abet the takeover mania by extending tens of billions of dollars in credit to competing takeover aspirants. These credit commitments tend to raise overall interest rates and limit the ability of banks to make other, more productive loans. In the leveraged buy-out schemes, a few executives obtain bank loans collateralized by the corporation's assets to purchase controlling stock interest in a corporation.

The laissez-faire policies of the Reagan Administration encouraging takeovers and cannibalization of corporations must be changed. The interests of employees and consumers must be taken into account. The tax policies and credit policies that favor takeovers need to be changed.

—From a statement adopted by the AFL-CIO Executive Council, May 9, 1984, Piney Point, Md.



Washington Window

Home ownership dreams dimmed by interest rates

By Press Associates, Inc.

The American dream of home ownership has been fading into a nightmare of high interest rates.

The Census Bureau recently reported that the percentage of families that own their homes has declined under the Reagan Administration, marking the first drop since the bureau began keeping records in 1962. Home ownership dropped from 65.6 percent in 1980 to 64.6 percent in 1983.

The housing industry is probably more sensitive to interest rate fluctuations than any other area of the economy. Both home builders and prospective home buyers are profoundly affected by even slight changes in the cost of credit.

A look at housing activity in recent years illustrates the point. In 1978, when mortgage interest rates averaged 9.5 percent, housing starts reached a record high of 2 million. In 1979, starts fell to 1.7 million as interest rates rose.

As the Federal Reserve Board, backed by the Reagan Administration, further tightened its grip on the nation's money supply, high rates sent the housing industry into its worst depression since World War II. In 1982, barely more than 1 million housing units were started.

In the summer of 1982, with mortgage rates at 15.7 percent, the Federal Reserve Board began easing up on the monetary reins and by the summer of 1983 mortgage rates fell to 12.5 percent. Housing starts then rose to 1.8 million.

March reversal

By February 1984, starts rose to an annual rate of about 2.2 million, the number of new units which labor experts say is necessary to provide for new households and replace old housing stock. However, with interest rates creeping up again, starts plunged nearly 27 percent in March to an annual rate of 1.6 million units.

If interest rates hover near their current levels or continue to inch up, housing industry economists say that starts won't improve much from the March level for the rest of the year, and probably will decline even more during 1985.

A weak housing industry means bad news for the rest of the economy because of the strong ripple effect on industries supplying home appliances, furnishings and building materials, and on public construction of roads, sewers and schools.

Priced out

With mortgage rates now at 14 percent, fewer than 30 percent of American families can afford the purchase of a typical $75,000 home. If mortgage rates rise one percentage point, an additional one to two million families will be priced out of the housing market.

Many recent home purchases were made with adjustable rate mortgages subject to increased payments if interest rates rise. Large-scale home foreclosures will result if rates keep going up, analysts say.

The dramatic effect of mortgage rates on the total cost of a new house can be illustrated by a purchaser of a $75,300 house with a 10 percent down payment and a 12.5 percent mortgage at a fixed rate for 30 years. That house ends up costing over $267,000, more than $192,000 going just to pay off interest.

Unlike the weather, something can be done about interest rates. Some proposals came from a recent legislative conference held by the National Council for Low Interest Rates. These included:

- Reinstating and improving the expired Credit Control Act to give the Federal Reserve Board and the President the stand-by authority to impose credit controls.
- Democratizing the banker-controlled Federal Reserve by including on its board representatives of labor, farmers and consumers.
- Cutting the record federal deficits resulting from President Reagan's tax cuts favoring the rich and his huge military spending increases. These deficits are contributing to high interest rates, an artificially high dollar, record trade deficits and lost jobs.

AFL-CIO news

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Executive Council

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* deceased

July 31 deadline

Labor Dept. orders ITU elections rerun

The Labor Dept. has ordered the Typographical Union to rerun elections for the top five ITU offices after finding violations of the Landrum-Griffin Act in campaign activity for last November's elections.

This follows a federal court order delaying the planned referendum vote on merger of the ITU with the unaffiliated Teamsters, a move which AFL-CIO President Lane Kirkland said is not in the best interest of the ITU membership.

In an exchange of letters with the ITU, the Labor Dept. explained it is ordering a mail ballot referendum of the union's 70,000 members be held "as soon as practicable." The department said it would tally and announce the vote by July 31. Any challenges to the supervised election would be decided by a representative of the Secretary of Labor.

The Labor-Management Services Administration ordered the rerun following a two-month investigation, which was requested by Robert McMichen, winner of the November 1983 ITU election for president by 5,000 votes over incumbent Joe Bingel.

In the federal court ruling in San Francisco, Judge Thelton Hendersen had ordered an indefinite delay of the ITU-IBT merger proposal pending resolution of the challenges to last fall's elections.

AFL-CIO support

At a press conference during the Executive Council meeting in Piney Point, Md., Kirkland expressed the federation's support for continued affiliation by the ITU.

"We certainly have an interest in doing everything that we can to support those members of the ITU who believe that the ITU should remain an affiliate of the AFL-CIO," Kirkland said.

He added that the interest of the ITU membership would be best served by a merger with other unions in the printing industry "and their interests are not served by the colonial imperialism of the Teamsters that would submerge that proud organization within the Teamsters' structure."

Kirkland noted that the AFL-CIO has had its "ups and downs" with the Teamsters, "particularly since their expulsion in 1957" from the federation. But, this is the "first time that they've undertaken a raid on an affiliate—an entire affiliate—of the federation."

Union fund use

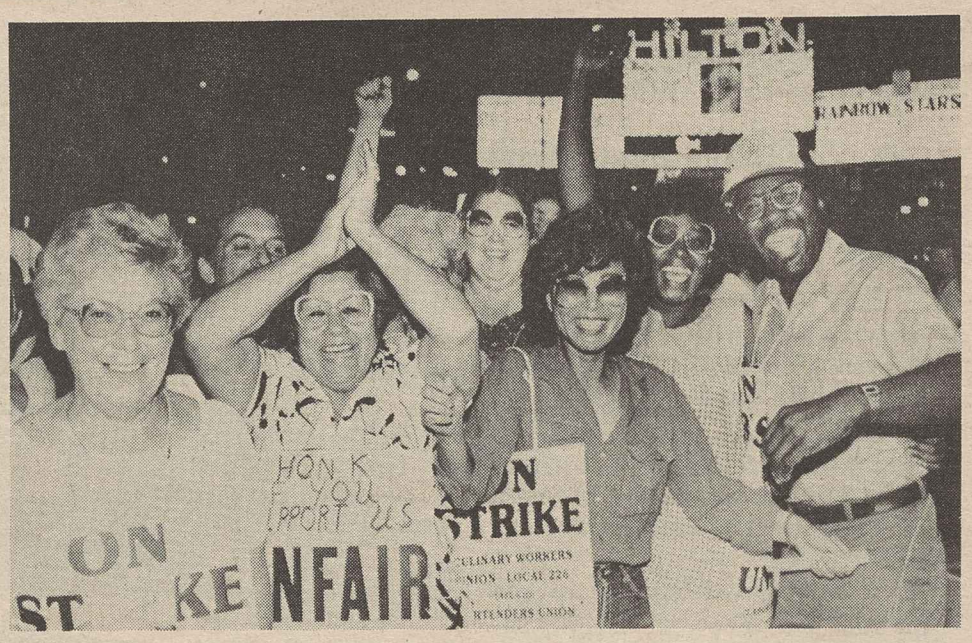
In its decision, the Labor Dept. found that the election violations, which involved "the illegal use of union funds to promote candidates," could have affected the outcome of all five elections. All candidates will again be matched against each other.

As part of the accord, the ITU leaders agreed not to conduct a referendum on any proposal "to merge with any other labor organization or take any other irrevocable action" until a new election of officers is held and the results certified by the government.

McMichen, who heads a group of ITU leaders opposed to a merger with the Teamsters, welcomed news of the agreement. He said this was the second piece of good news for ITU members "who want a voice in their future."

In the federal court ruling, Judge Hendersen noted that "McMichen's opposition to merger with the IBT and Bingel's support for it, were critical issues in the election campaigns."

McMichen strongly favors merging the ITU with the Graphic Communications Union, and it is likely the results of the rerun election will mirror the membership's preference for a merger partner.



Las Vegas hotel workers celebrate accord with Hilton.

Strikers step up campaign against 26 holdout hotels

Continued from Page 1

to discuss details of the sensitive contract negotiations.

The union coalition reached agreements with 24 other major hotels before the strike.

Members of the AFL-CIO Executive Council, meeting at Piney Point, Md., received a thorough briefing on developments since the strike began Apr. 2 from HERE Organizing Director Vincent Sirabella, who thanked the federation for its solidarity and support in behalf of the 14,000 striking workers.

In a statement, the council condemned employer-inspired brutality during the walkout, charged the member hotels of the Nevada Resort Association with a "naked effort to destroy" the unions, and called on all AFL-CIO affiliates to continue their support of the federation's Strike Assistance Fund until all of the hotels have returned to the bargaining table and worked out a just and equitable settlement in the contract dispute.

The council also called for an intensified boycott of the 26 holdout hotels, asking the Union Label & Service Trades Dept. to publicize the names of the struck hotels, and asked all union members to refrain from patronizing them.

Holdout list

The hotels are the MGM Grand, Tropicana, Desert Inn, Sands, Castaways, Silver Slipper, Frontier, Union Plaza, Four Queens, Mint, Holiday International, Showboat, Marina, Holiday Inn South, Treasury, Sam's Town, California Hotel, Golden Gate, Westward Ho, Imperial Palace, Las Vegas Club, Paddlewheel, Hotel Continental, Palace Station, Holiday Inn Hotel and Vegas World.

Hilton Hotels Corp., became the first association member to settle with the unions. The company reached agreement May 3 on pacts covering several thousand employees of the Las Vegas Hilton and the Flamingo Hilton. The agreements were followed on May 6 with settlements at Caesars Palace, Western Hotel and El Cortez, which cover another 2,300. Ratification meetings are being scheduled.

As negotiations went forward, the Las Vegas Convention & Visitors Authority released figures showing the city lost 92,000 visitors during April and more than $35 million because of the contract dispute. The figures were believed to be conservative, and did not include lost gaming revenue.

Police arrested 14 striking workers at the Union Plaza Hotel and nine others at the Desert Inn on May 8 for demonstrating in violation of a court order. The arrests brought the total booked since the strike began to 678.

In briefing the Executive Council, Sirabella said that the striking unions agreed that their members would not return to work until all had signed agreements at the remaining hotels. He also assailed the union-busting tactics of the hotel owners.

Court orders homework ban restored

The Ladies' Garment Workers won a federal district court ruling ordering the reinstatement of the ban on industrial homework in the knitted outerwear industry.

But the Labor Dept. said it will take the case back to the United States Court of Appeals for the District of Columbia for the third time.

That court, in a November 1983 decision overruling a lower court, ordered the homework ban reinstated in February. It denied a request by Labor Sec. Raymond Donovan for a further extension.

A month later, Donovan published a rulemaking notice and issued an "emergency suspension" of the ban.

The ILGWU then challenged Donovan's action charging that he violated the court's mandate because it was not supported by the "reasoned decisionmaking" that the court of appeals had ordered in its November 1983 ruling.

The union charged that Donovan's action violated "both the spirit and the explicit terms" of the court's previous decision. After the federal district court ruled it lacked the power to reinstate the ban, the appellate court held the lower court had an "erroneous view of its judicial authority" and ordered it to decide whether the emergency rule "violates the terms of our previous mandate."

The three-judge appellate panel noted the justification given by Donovan for issuing the emergency rule "is merely a repeat of the argument he advanced in his motion to stay this panel's decision—an argument that already has been rejected by the court. Undaunted by this repudiation, the Secretary has now, in effect implemented the stay on his own.

"Such an attempt to circumvent a lawful order of this court does not satisfy the requirement of reasoned decisionmaking imposed on the Secretary."

District Court Judge Louis Oberdorfer agreed and ordered the homework ban be reinstated "until modified as a result of reasoned decisionmaking, after notice and comment, as prescribed by the Court of Appeals mandate."

He stayed the reinstatement until May 15.

Donovan contended that there was a "good cause" exception that allowed the department to issue the emergency rule lifting the ban. The good cause, he reasoned, was that "the disruption among homeworkers currently engaged in the knitted outerwear industry constitutes an emergency which is beyond the control of the department."

Unions win high marks in poll of members

By a whopping margin, union members who participated in an independent national survey said they would vote for their unions again in a certification election.

The study, done by researcher Stephen M. Hills under the auspices of Ohio State University, asked more than 1,000 male union members aged 28-38 how they would vote in a certification election in their workplaces. The survey was designed to measure how satisfied workers in various industries are with their unions.

Overall, 85 percent of those surveyed said they would vote "yes" for a union again. Pro-union response ranged from a high of 92 percent among public employees to 80 percent among workers in the mining industry.

In other categories examined, pro-union results were 88 percent in manufacturing; 88 percent in transport, communication and utilities; 87 percent in construction; 83 percent in retail and wholesale trade; 82 percent in professional services, and 83 percent in other service industries.

The high degree of satisfaction found by the survey refutes the theory that rank-and-file members are alienated from their own unions, Hills said.

In other findings, the same question asked of non-union males revealed a much lower support for unions, ranging from a low of 15 percent in finance, insurance and real estate to a high of 54 percent in public administration. Overall, 27 percent of those surveyed said they would vote for a union, including 36 percent of those in professional services, and 34 percent of those in the construction industry. Other industries scored close to the national average.

The study pointed out that one explanation for the differences may be a "self-selection" process through which people whose personal attitudes are inherently anti-union may be disproportionately represented in the non-union sector of the economy. Also, the study said, in non-union firms, employers may pursue "union substitution policies," such as high wages and benefits, which reinforce "non-union" attitudes.

The "self-selection" factor is probably less pronounced in the public sector as well as in the professional services sector —which includes teachers—according to the study.

Another major finding in the survey was the high degree of pro-union attitudes among black workers, including both union members and non-union employees. With all other factors constant, being black raised a worker's support for unionism by an average of 19 percentage points in each of the categories surveyed.

AFL-CIO news

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MAY 19, 1984

Coalition hits subminimum wage scheme

By David L. Perlman

Black members of Congress scoffed at the Reagan Administration's claim that a lower minimum wage is the answer to teenage unemployment and urged legislation that would target jobs and training—not pay cuts—to needy youngsters.

The Congressional Black Caucus is leading the fight against President Reagan's new campaign for a subminimum youth wage because the Administration is touting the plan as an "opportunity" for black teenagers to get summer jobs.

The Administration wants Congress to reduce the minimum wage for persons under age 20 by 85 cents an hour—from $3.35 to $2.50—between May 1 and Sept. 30. Labor Sec. Raymond J. Donovan asserted this would generate 400,000 additional jobs without any cost to the government. Since black teenagers have the highest unemployment rates, cutting the pay floor would help them the most, he argued.

At an overflow Capitol Hill news conference, the 21 Black Caucus members were backed in their opposition to a subminimum wage by representatives of the AFL-CIO, the Leadership Conference on Civil Rights and other concerned groups, including the United States Students Association.

Hawkins bill backed

The caucus is supporting a youth employment bill co-sponsored by Rep. Augustas F. Hawkins (D-Calif.) and Sen. Edward M. Kennedy (D-Mass.).

Hawkins, who is chairman of the House Subcommittee on Employment Opportunities, termed the Administration bill "the opening wedge" in an attempt to push down wage levels generally.

If it succeeds, he warned, look for further attempts to weaken wage-hour protections.

Black Caucus Chairman Julian C. Dixon (D-Calif.) made clear the group's determination that the Administration bill will not get through the House.

"We strongly oppose President Reagan's effort to undermine the principle of equal pay for equal work," he said. And despite the Administration's denials, "it is clear that a youth subminimum wage will lead to substitution of teenagers for older workers presently receiving the minimum wage."

Hawkins and Rep. William L. Clay (D-Mo.), both subcommitee chairmen on the Education & Labor Committee, said they had no intention of acting on a bill to reduce the minimum wage. And the chairman of the Subcommittee on Labor Standards, Rep. George Miller (D-Calif.)

Continued on Page 3

MEMO FROM COPE

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Domestic content rule pushed to salvage jobs

Ribbon-cutting opens the Union-Industries Show in Memphis. From left, Memphis Mayor Richard Hackett, Shelby County Mayor Willliam Morris, Union Label & Service Trades Dept. President James E. Hatfield, AFL-CIO Sec.-Treas. Thomas R. Donahue and Dept. Sec.-Treas. John E. Mara.

Kirkland cites critical role of auto industry

A domestic content requirement for cars sold in the United States would give consumers a wider choice and curb the greed of U.S. auto makers, AFL-CIO President Lane Kirkland and Auto Workers President Owen Bieber testified.

The House has already passed a domestic content bill, and Bieber and Kirkland urged the Senate Commerce Committee to take it a big step closer to enactment.

Kirkland stressed America's need for the jobs the auto-related industries represent, and the importance of strengthening the nation's industrial base.

Bieber acknowledged that the union's job in making the case for a domestic content law is harder because of reports of higher sales, profits and executive bonuses.

A lot of people think there is no longer any need for legislation that would require most autos sold in the United States to be built in this country, with American parts, Bieber noted. But "nothing could be further from the truth," he stressed.

"The auto companies employ 23 percent fewer production workers than they did a few years ago," he testified, and the outlook is for a further shrinkage of jobs.

Bieber told the committee that the union and its employers have different perspectives about the need for a domestic content requirement.

Soaring imports

"The companies can earn profits whether they supply this market with autos made here or abroad," Bieber noted. He cited "massive increases in vehicle imports" that have been scheduled by the Big Three U.S. auto manufacturers. Without a domestic content law, U.S. imports of subcompacts could more than double by 1990, he warned.

Bieber testified that the UAW "has protested early and vociferously about inadequate small cars, huge profits, excessive prices and outrageous executive bonuses."

He termed the domestic content legislation "pro-investment and pro-competition." By assuring competition among the major companies, he said, "it will keep down prices and profits" while spurring technological advances.

Continued on Page 2

Label trades show

Union workers' skills on display in Memphis

By Susan Dunlop

Memphis, Tenn.—It was a warm welcome to the South for the 39th AFL-CIO Union-Industries Show as labor's annual exposition of union skills, services and union-made products opened its doors for a six-day run here.

Thousands of visitors attended the exhibition held May 11-16 at the city's convention center. The show was previously held in the city in 1974.

The public exposition again highlighted the skills and productivity of union workers alongside a panorama of the goods and services they produce in cooperation with their employers. The show is produced and managed in a different major city each year by the AFL-CIO Union Label & Service Trades Dept.

At the show's opening day ceremonies, Dept. President James E. Hatfield stressed that the exhibit is a celebration of the outstanding skills and productivity of American workers and of the high quality of union-made goods.

Hatfield also thanked both Memphis and Shelby County officials for cooperation that included placement of a full-page color ad in the city's daily paper, urging citizens to attend.

A joint effort

AFL-CIO Sec.-Treas. Thomas R. Donahue said at opening ceremonies that the show demonstrates "the successes and the best of our collective bargaining system," including labor's interest in a "cooperative approach to solving the concerns shared by labor, management and government."

Donahue noted that the goods and services wearing a union label at the show "are proof of what can be accomplished through mutual acceptance, mutual respect . . . and a lot of give and take."

Donahue called for changes in trade policy to give American workers a chance

Continued on Page 3

Solid commitment urged on rights

Los Angeles—The AFL-CIO called on the Democratic Party to go into the presidential election campaign with a firm platform commitment to put the United States back on the path to equal rights, equal justice and equal opportunity.

AFL-CIO Vice President Barbara Hutchinson said much of the progress the nation made in bringing minorities and women into the economic mainstream has been reversed during the Reagan Administration.

Civil rights laws have gone unenforced and government programs have been put under administrators who are hostile or indifferent to them, she charged. Hutchinson, director of women's affairs of the Government Employees, testified at a regional hearing of the Democratic Platform Committee keyed to the themes of opportunity and fairness.

"The message this Administration has been sending is that discrimination is not a matter of great concern to the government," Hutchinson testified.

Reagan retreat

Under President Reagan, she said, "court decisions on pay equity are more likely to be challenged than enforced. Affirmative action programs will be opposed, rather than supported."

Hutchinson spoke to the committee of labor's striving to achieve a society in which quality health care, education and opportunity for productive work is available to all—with "no citizen excluded by reason of race, sex, religion, color or economic status."

That should also be the "central goal" of the Democratic Party, she urged.

But in addition to the civil rights reversals, Hutchinson testified, the Administration's economic policies have fallen hardest on those who already have the least.

Blacks and Hispanics still face double-digit unemployment, and the jobless rates for both groups have risen over the past three months, she stressed.

"The Reagan Justice Dept., which is

Continued on Page 2

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5/19/84

UAW's Owen Bieber and AFL-CIO's Lane Kirkland at Senate hearings.

Domestic content bill called key to preserving auto jobs

Continued from Page 1

Kirkland reminded the committee that Congress has too often stood aside and let American industry and jobs be permanently lost.

Once-strong industries have been destroyed, he said, "not because these industries have become obsolete or their workers less productive, but because these industries have been overwhelmed by imports flooding into our uniquely open market."

The fate of the auto industry, Kirkland suggested, "could decide whether this nation will recover from recession and regain its productive strength or slide downward."

Kirkland termed it ironical that U.S. Trade Rep. William Brock had pointed to the huge executive bonuses given to the top management of the auto companies as the basis for his recommendation that the United States not seek to renew the voluntary import restraints agreement with Japan.

"The lifting of import controls will not punish management," Kirkland stressed. "The immediate harm will be felt by production workers through further loss of income and jobs." Further, elimination of restraints will allow and encourage U.S. manufacturers to import cars from Japan for sale in their U.S. outlets.

Except in the United States, Kirkland noted, domestic content laws or other trade restraint measures are commonplace. He said enactment of a U.S. domestic content requirement would enable "manufacturers from all nations to sell and produce cars here, employing U.S. labor, and providing a multiplier effect on both service and production jobs in this country."

The beneficiaries will be consumers as well as workers, he stressed.

Louisiana-Pacific dispute

Lumber mill strikers press shareholders

Rocky Mount, N.C.—Striking lumber mill workers from the Pacific Northwest crossed the continent by plane and bus to confront their employer, the Louisiana-Pacific Corp., at its shareholders meeting about its admitted union-busting policies.

Some 1,500 L-P Corp. workers have been on strike since June 1983, when L-P broke ranks with seven other companies in an industry bargaining group and rejected a modest three-year contract which included a first-year wage freeze. Company concession demands included elimination of the union security provision for new hires.

The workers at 16 of the 18 struck plants are members of the Carpenters' Western Council of the Lumber Production & Industrial Workers. Employees at the two other L-P plants are members of the Woodworkers.

Some 40 strikers from northern California, Oregon, Washington, Idaho and Montana came by plane to Carpenters headquarters in Washington, where they boarded two buses for the five-hour drive to Rocky Mount.

Support pledged

In greeting the strikers, Carpenters President Patrick Campbell pledged the union's full support in their efforts to win a fair settlement.

"There is absolutely no economic justification for Louisiana-Pacific's refusal to pay decent wages to its employees," Campbell said. He accused the company of totally ignoring the needs of its workers.

Under the banner of the Louisiana-Pacific Workers for Justice Committee, the 40 strikers were joined in Rocky Mount by more than a hundred trade unionists and their supporters from senior citizen, church and environmental organizations.

They entered the morning shareholders meeting armed with nearly 2 million proxied shares of L-P stock which had been garnered through mail solicitation of the company's shareholders. Union-sponsored shareholder resolutions challenged the company's strike-provoking actions and other policies.

Union strategy

The proxy fight was part of a many-sided "corporate campaign" aimed at pressuring the company at its weakest points. The campaign is accompanied by a stepped-up organizing drive at many of L-P's non-union mills and the AFL-CIO's national consumer boycott of L-P wood products.

Dave Bigby, a striker from Oroville, Calif., speaking at a rally preceding the shareholders meeting, called the campaign against L-P part of "the beginning of a new era for the labor movement in America, a demonstration that working people are still together on the things that matter to them." He accused L-P President Harry A. Merlo of "unbridled greed and arrogance."

Elmer Chatak, secretary-treasurer of the AFL-CIO Industrial Union Dept., likened the L-P dispute to the union-busting era of the 1920s and '30s "when the greedy people had control of this nation. That's what we have today, with President Reagan setting an example that many are trying to mimic, including Merlo."

Joseph Lowery, president of the Southern Christian Leadership Conference, said, "We're not going to let anybody turn back the clock, including the cowboy in the White House."

"Companies can't escape to the South, where they think blacks and whites are divided. We're not as together as we're going to be, but we're not as divided as we used to be," declared Lowery to a standing ovation.

Later at the L-P shareholders' meeting, Merlo was barraged with questions from the proxy-bearing workers, including the $2.4 million in salary, bonuses and stock option compensation he received last year.

Bigby spoke of the "human costs of the strike" and presented the union resolution calling on L-P to issue quarterly reports detailing the financial cost of the strike. Union officials have estimated that the strike so far has cost the company over $50 million in lost production and other expenses. They compare this to the $4.7 million cost over three years of the contract rejected by L-P.—(PAI).

Solid commitment urged on rights

Continued from Page 1

supposed to be upholding the laws of the land, seeks to reverse the anti-discrimination laws and policies that have been won through lengthy struggles," Hutchinson said.

She charged that the Office of Federal Contract Compliance "has so watered down its regulatory guidelines that this important arm of anti-discrimination enforcement has lost its bite."

At the same time, the Equal Employment Opportunities Commission, dismisses cases that should be prosecuted, "and each new round of budget cuts undermines the staffing and functioning of the agency," she asserted.

Outlining the concerns of women in the workforce, Hutchinson noted that 18 of the 20 lowest-paid occupations are "overwhelmingly female," that women office workers typically earn less than men in the same classifications, and that women college graduates earn less on the average than men who have only completed high school.

With the economic policies of the Reagan Administration, she said, "women are the fastest-growing poverty group in America."

The Democratic Party should put the federal government "back in the business of fighting discrimination and inequality—rather than condoning and encouraging them," Hutchinson said, urging enactment of the Equal Rights Amendment.

It should seek legislation to bar discrimination in pensions and insurance and to correct the inequities of social security for homemakers and women with interrupted careers. The party should seek restoration of funding for AFDC, food stamps, Medicaid and day-care services, she recommended.

Hutchinson also called for an immigration policy to prevent exploitation "in ways that are fair to citizens and immigrants alike," including "strong penalties" against deliberate employment of illegal aliens as a means of bringing down labor standards.

Policy shift under Reagan leaves trail of hardship

A radical and "unconscionable" shift in national priorities during the Reagan Administration favoring the rich over the poor and an unprecedented military build-up over pressing domestic needs, has brought hardship to millions of Americans, a study by the State, County & Municipal Employees shows.

In the comprehensive program-by-program analysis of budget cuts made or proposed during the Reagan years, the union estimated that the cumulative reduction in social spending would exceed $88 billion if fiscal 1985 cuts submitted to Congress are included.

"The purpose of these spending cuts has not been to encourage more efficient or effective delivery of public services, or to reduce the overall size of government," AFSCME said.

"Instead, these huge cuts represent a departure from the basic role of government in our society."

The AFSCME report notes that reductions in federally supported state and local services—education, health services, employment and job training, income maintenance and human services, and infrastructure and economic development programs—amounted to $59 billion, while $29 billion was slashed in federal assistance to needy and elderly people.

"The pressing needs of citizens are no longer being met," AFSCME President Gerald W. McEntee warned in a preface to the study. "Social programs are being abandoned with little concern or attention to the effects on people."

As a result of the Administration's actions, McEntee said, 493,000 families have been dropped from the Aid to Families with Dependent Children program, and one million participants have been terminated from the food stamps program, and 150,000 poor families have lost day care services.

Rising insecurity

With the shift in priorities, he noted, there has been an increase in economic insecurity for the average American, rising poverty, a less equitable tax system, a bloated military and a runaway federal deficit.

"These problems must be redressed," he said. "Lost tax revenues must be restored in a fair manner, based on ability to pay. Military spending must be restrained to affordable levels. Social programs must meet pressing needs.

"It is time that the excesses of the Reagan Administration be curbed, and that balance and equity, once again, guide our nation's priorities."

The report—titled "The States, the People, and the Reagan Years"—examines on a state-by-state basis the cuts in 172 individual federal aid programs to state and local governments, as well as in five major federal assistance programs to needy and elderly individuals.

Altogether, the programs considered in the study account for nearly 90 percent of all federal aid to state and local governments and 75 percent of all federal payments to the needy and elderly.

Many federally supported state and local programs have been cut more than 50 percent during the Reagan years, including the special milk program, juvenile justice assistance, Appalachian regional programs, economic development programs, job training, energy conservation and work incentives programs.

The most severe reduction in direct assistance to individuals has been the food stamps program, which was reduced nearly 6 percent. One million participants have been terminated from the program.

The AFSCME study proposed to curb the Administration's tax giveaways and excessive military spending and called for a better balance in the priorities of the federal government while reducing the huge federal budget deficits.

Limit defense spending

It also called for limiting increases in military spending to a "sensible" level that carefully weighs the security needs of the nation against the social and economic needs of society.

Fairness and simplicity should guide tax policies to restore lost revenues, the unproductive tax loopholes should be closed, effective corporate taxation of at least 25 percent should be insured, and regressive tax proposals rejected.

"A voice of reason is desperately needed now to put the nation on a more equitable and sensible course."

Coalition hits subminimum wage scheme

Continued from page 1

came to the Black Caucus news conference to affirm that the legislation would get nowhere in his panel.

Associate Legislative Director Robert McGlotten reiterated the AFL-CIO's continued strong opposiiton to any form of subminimum youth wage. The federation, he said, will be appearing before the Hawkins subcommittee later this month to declare its support for his youth employment training bill. That measure would fund a program of summer jobs and after-school work, linked to continued education.

Last year, the Administration touted a similar subminimum bill that would have applied to persons under the age of 22. The current version would cover only persons under 20 — in effect making it more profitable for employers to hire high school students for summer jobs than college students. But Donovan suggested that college students wouldn't want such low-level jobs anyway.

As proposed by the Administration, the subminimum wage would have a "sunset provision," and would expire in the fall of 1986, unless Congress renewed it.

Timing rationale

When asked why the Administration waited until mid-May to introduce its new bill—making highly unlikely that it can clear Congress—Donovan said time had been spent to build a "coalition" in support of the bill. With him were representatives of the black mayors' group, the Hispanic GI Forum, and the small business employer trade association.

Several members of the congressional caucus called on the black mayors' organization to reconsider its endorsement of a subminimum wage, and noted that a number of big city mayors did not take part in the decision. Others were on record only for a small-scale experimental program.

AFL-CIO Civil Rights Director William E. Pollard earlier had written the naiton's black mayors urging repeal of the subminimum resolution.

"The logic of the subminimum is unsound," Pollard said, and basing wages on either age or race is "unacceptable."

Higher floor needed

Hawkins and other critics of the Administration proposal noted that the $3.35 wage floor has been so eroded by inflation that the Administration should be pressing to raise the minimum instead of looking for ways to reduce it.

Labor Sec. Donovan was asked at his news conference if the Administration would support a higher minimum wage if teenagers weren't included.

Whether or not the teenage minimum is reduced, Donovan said, the Administration has no plans to seek a higher minimum wage for adults. That might hold back economic recovery, he contended.

In the Senate, the Administration bill has been cosponsored by Labor Committee Chairman Orrin Hatch (R-Utah) and Sen. Charles H. Percy (R-Ill.). Its House sponsor is Rep. Ronald C. Packard (R-Calif.), a first-termer whose COPE record for 1983 showed no right votes and 16 wrong votes.

Student group pickets the White House to protest President Reagan's new offensive on the minimum wage.

Memphis Union-Industries Show spotlights labor's skills, services

Continued from Page 1

to compete fairly in world marketplaces.

At the show itself, the exhibits included the AFL-CIO's own which stressed communications and services to unions and their members. Visitors could also view television programs produced by the Labor Institute of Public Affairs, the AFL-CIO's video communications arm.

Advantages of union membership were explained at colorful booths staffed by members of the Office & Professional Employees and the State, County & Municipal Employees. An exhibit by the Teachers' Tennessee Organizing Project told of careers in teaching.

The spectacular range of quality products produced by American workers was the theme of the Steelworkers exhibit that included under its huge, floating "steeler" hardhat union-made goods ranging from vacuum bottle to travel trailers.

Focal point

Pride in the products and services provided by Machinists was the focal point of that union's exhibition where show visitors could take a close-up look at everything from IAM-made watches to IAM-made and serviced jet engines and spacecraft. And the labor movement's deep interest in service to the community was underscored with a live demonstration by a blind worker of how guide dogs are trained by International Guiding Eyes, founded by an IAM member.

"Tire-kickers" at the show were in their element at the Auto Workers' own miniature auto and aerospace show featuring the latest models of UAW-made cars and a scale model of the Challenger shuttle, backed up by films of the shuttle's spectacular ascent into space.

And back on earth, a wide range of exhibits by the Railway & Airline Clerks, the Maintenance of Way Employes, the Carmen and Signalmen showed how workers keep the railroads humming.

In the Food & Commercial Workers exhibit, showgoers tasted products made by the union's members while they watched a shoemaking demonstration, learned how to judge quality meat and poultry from meatcutters and participated in drawings for prizes from UFCW-represented retail stores. A highlight of the show was the Barbers & Beauticians Hair Fashion spectacular, a national competition for men's and women's union hairstylists.

The culinary arts were on display at the Hotel Employees & Restaurant Employees exhibit where employees of union hotels prepared gourmet dishes and shared the recipes with visitors.

And at the Bakery, Confectionery & Tobacco Workers arena, a mouth-watering cake decorating demonstration was topped off by giveaways of the cakes and many free samples.

Craft and skill demonstrations are the highlight of every Union-Industries Show, including the one-of-a-kind exhibition of glass-blowing staged by the Glass, Pottery & Plastics Workers.

Show visitors stopped by the Ladies' Garment Workers booth to watch union members stitch together aprons made of special ILG print fabric, and to learn the words to the famous "Look for the Union Label" song.

Visitors could watch their own souvenirs come hot off the presses at the Graphic Communications Union exhibit and sign up for prize drawings of fine, etched glass products made by Flint Glass Workers.

After touring the Postal Workers and Letter Carriers display and getting a behind-the-scenes look at how mail is processed and delivered, visitors could mail a letter from the booth's working post office.

Skills on display

Pride in the products made by members was the focal point of the Retail, Wholesale & Dept. Store Union exhibit which featured members' skills in making everything from yogurt to highly technical medical equipment.

A key theme of many show exhibits was apprenticeship and training, including the Sheet Metal Workers booth that sparkled with copper lanterns and other items made by apprentices and skilled craftsmen as prizes for show visitors. Plumbers & Pipefitters apprentices stressed the importance of using trained, union craftspeople as a guarantee of quality in construction.

The Carpenters booth detailed the skills of the union's members, and the Electrical Workers showed off their products and services from construction to top quality consumer goods to providing gas and light for homes through public utilities.

Fine furniture "Made in Memphis" was a keynote of the Furniture Workers booth, and the high quality of service to the community offered by Memphis fire fighters and paramedic units was showcased at the Fire Fighters exhibit where personnel were "on duty" to talk about fire safety and first aid.

Construction model

The Ironworkers brought their skills—usually performed "on high steel"—down to earth in an exhibit of intricate scale models of construction projects. In another example of just how important union members' skills are in American society, nurses who belong to the Service Employees provided free blood pressure screening to show visitors, along with information on the benefits of belonging to a union.

Without the skills of union members, the world would be a duller place, the Theatrical Stage Employes stressed in their "theater" featuring clips from popular movies and shows made possible by the many IATSE craftsmen.

And a variety of products made by union members was also the spice of the Allied Industrial Workers colorful exhibit, featuring everything from AIW-made toys to motorcycles.

Prizes and craftsmanship

The Rubber Workers exhibit pointed out the diversity of its members' union-made products in a display that included giveaways and prize drawings ranging from balloons to top-of-the-line tires. The Plasterers showcased their skills in an exhibit highlighting craftsmanship.

Seafarers not only sail ships, they also make a wide variety of fine food products, and Oil, Chemical & Atomic Workers not only bring in oil wells, they also make an array of consumer products, show visitors learned at the unions' exhibits.

The more than 300 exhibits in the show made the point that union members are behind many of the nation's finest products. The Aluminum, Brick & Glass Workers, for example, showed off fine china, and members of the Molders explained how they make the highest quality cooking utensils. The Stove, Furnace Workers displayed union-made stoves and ovens, while the Upholsterers displayed comfortable union-made home furnishings.

Communications Workers urged visitors to "call and buy union" with an exhibit of union-made telephone equipment, sparked by demonstrations of services provided by highly trained, experienced operators and technicians.

Prize giveaways were a popular event staged by many show exhibitors, including the Boilermakers whose booth featured a game stressing workers are "winners" with their unions.

Variety of products

The Clothing & Textile Workers provided prizes of union-made clothes, and the Paperworkers coupled a demonstration of how paper is made with giveaways of useful paper products. Show visitors enjoyed the regular drawings held by the Grain Millers for huge sacks of union-made food products. They sampled many items made by the Chemical Workers while watching the union's "Magic of Chemistry" performed by Memphis's own famous magician, 97-year-old Harmon Baker.

With education a major theme, the Cement, Lime & Gypsum Workers division of the Boilermakers and the Firemen & Oilers provided visitors with information about their unions.

Exhibitors, including the United Garment Workers and the Electronic Workers, displayed products made by their members, while reminding visitors that the "union label" means jobs and living standards that benefit the nation.

Service Employees gain units of 11,000

The State Employees Association of New Hampshire and the California Faculty Association voted in separate special conventions to affiliate with the Service Employees, bringing in 11,000 members.

The New Hampshire convention voted overwhelmingly for the affiliation that had been backed unanimously by the association's executive board, the SEIU reported. Joan Dolloff, president of the 6,000-member group, will become a member of SEIU's executive board.

Delegates representing the 5,000 members of the California Faculty Association also delivered a strong vote for affiliation.

The CFA had been an affiliate of the California State Employees Association, a 70,000-member organization which earlier this year joined SEIU. The CFA represents the 19,000 faculty employees of the California state university system.

The SEIU said that during the past 18 months, it has increased its membership by more than 150,000 through the affiliation of established public employee unions to raise its membership to more than 850,000. In addition to the CSEA's affiliation earlier this year, the 60,000-member National Association of Government Employees joined the SEIU last year.

ACTWU President Murray H. Finley, left, presents Sidney Hillman Foundation awards for journalism to Bob Wyrick and Patrick J. Owens of Newsday.

Works on social issues cited for Sidney Hillman Awards

New York—Reporters Patrick J. Owens and Bob Wyrick of Newsday received one of four Sidney Hillman Foundation Awards for communications. The honor marks the second win for Owens and the Long Island, N.Y., newspaper.

Owens and Wyrick received their prize for "The Disability Nightmare," a report which appeared in Newsday last year examining the Reagan Administration's attempts to drastically tighten eligibility regulations for social security disability benefits.

In 1961, Owens received a Hillman award for his editorials in the Pine Bluff, Ark., Commercial, and last year Newsday was honored for its series exposing book-banning efforts by a local school board.

Other winners at this year's 34th annual awards presentation—which honored work produced in 1983—include:

- Seymour M. Hersh for his book, "The Price of Power: Kissinger in the Nixon White House," an investigation into the conduct of foreign policy under President Nixon.

- Leslie Cockburn for her CBS television documentary, "The Pentagon Underground," an examination of defense spending and waste by the military services.

- Dr. Carl Sagan for his article in Foreign Policy magazine, "Nuclear War and Climactic Catastrophe: Some Policy Implications," an explanation of the long-term natural and social catastrophe likely to result from a nuclear war.

Honoring Hillman

The awards are presented annually as a memorial to Sidney Hillman, first president of the Amalgamated Clothing Workers of America. The honors were established to recognize and reward excellence in social issue journalism and social responsibility among print and electronic journalists and producers, authors, and commentators as well as programs and publications.

The awards, which included $750 prizes and scrolls, were presented by Clothing & Textile Workers President Murray H. Finley at a luncheon in New York.

Judges for this year's competition were Edward P. Morgan, television commentator; Harrison E. Salisbury, correspondent and author; and Los Angeles Times reporter Sara Fritz.

Coordinated talks win union gains in Jersey lockout

Paterson, N.J.—The Okonite Company's 19-week lockout of 130 members of the Rubber Workers and the Operating Engineers here ended with the signing of a new three-year agreement.

Last fall, the company locked out members of URW Local 637 and IUOE Local 68, despite the members' willingness to work while negotiations continued. The company then cut off all insurance coverage for the workers.

The settlement, arrived at following negotiations by the AFL-CIO Industrial Union Dept. Coordinated Bargaining Committee, provides a 47-cent-an-hour wage increase the first year and a guaranteed 45 cents hourly in prepaid cost-of-living adjustments in the second and third years.

Additional payments are possible if the COLA formula generates more than 45 cents.

The settlement provides for joint negotiations by locals at the company's plants here and in Phillipsdale, R.I., and North Brunswick, N.J., and for a common expiration date.

Another joint bargaining group will embrace locals at plants in Ashton, R.I., Passaic, N.J., and Richmond, Ky. The locals belong to the URW, IUOE, Machinists and Electrical Workers.

The contract provides an early settlement for the locals in Phillipsdale and North Brunswick, whose contracts would have expired on May 1 and Aug. 31, respectively. Those members will receive the 47-cent hourly increase retroactive to Jan. 10, 1984.

The workers also gained an increase in pension benefits from $12 per month per year of service to $16, an added holiday and improvements in the health and life insurance plans.

Sweeney outlines plan

Organizing push set by Service Employees

Dearborn, Mich.—A 10-point agenda, including an expanded organizing push, streamlined administrative operations and expanded services to members was unveiled by Service Employees President John J. Sweeney at the union's 18th convention.

Sweeney said the program to restructure the union is designed to build on the substantial growth and progress the union has experienced over the last several years, and to make SEIU "the pre-eminent union in the labor movement in the coming years."

The action plan will be keyed to a "greatly expanded" organizing effort that will stress targeted campaigns and take advantage "of the shift in our economy from a manufacturing base to a service economy," Sweeney said in his keynote address.

He told the 612 delegates that organizing directors will be appointed for each major industry where SEIU has members. New organizers will be recruited and trained, particularly from the ranks of minority and female members, he said.

Corporate strategy

Sweeney said the SEIU plans to step up the use of so-called corporate campaign techniques against anti-union employers such as that used successfully in the union's joint effort with the Food & Commercial Workers to organize nursing homes owned by Beverly Enterprises, Inc.

Organizing targets, he said, will include the building services industry, hospitals, health care, public employees and clerical workers. Sweeney stressed that while the union will be mounting organizing campaigns nationwide, there will be an increased emphasis on efforts in Sunbelt states.

Sweeney said the union has plans to restructure its administrative staff and services. Key changes will include establishment of six industry divisions to serve building services, health care, public sector, clerical, professional and industrial and allied services workers.

In addition, he said, SEIU will open regional offices in the United States and Canada and establish a "Canadian desk" at its headquarters.

Other points of the program include expansion of field staff and administrative staff and providing greater computer capability for local unions.

Sweeney said the union will also broaden its communications, publications, safety and health programs and political action.

AFL-CIO President Lane Kirkland commended the SEIU for its "growth and progress," which is "all the more extraordinary against the background of hard times in an anti-union atmosphere nurtured by an Administration hostile to workers."

Kirkland stressed that the labor movement "through this entire bleak period" has stood firm with its allies in the civil rights movement and "with retired people, with women, with the poor and the disadvantaged." Labor has "never yielded an inch in our affirmation of the goals of a humane society and the public interest," he asserted.

Organized labor's determination to maintain that role in society was the basis of the AFL-CIO's decision to endorse Walter Mondale for the Democratic presidential nomination, Kirkland said. He stressed that the federation "never said or pretended that we could 'deliver' our membership to any political candidate."

Inform members

What the AFL-CIO said, Kirkland pointed out, was that it would inform union members on the issues and urge them to play a role in the political process.

The record is now clear, he said, that "where our members were fully informed and turned out in substantial numbers (for caucuses and primaries) they chose Walter Mondale, and they made a difference."

He told the delegates the labor movement is in the midst of a crucial election year in which "the size of the challenge is matched by the size of the opportunity . . . to make a very big difference in the shape of things to come for future generations."

The labor movement is united "as never before, and the spirit of solidarity is surging in our ranks," Kirkland said.

In a report to delegates Sec.-Treas. Richard W. Cordtz said the SEIU membership is now at 850,000—an increase of more than 35 percent since its latest convention four years ago.

AFL-CIO observer team finds El Salvador vote 'free, fair'

New York—El Salvador's runoff presidential election which put moderate Christian Democrat Jose Napoleon Duarte at the head of government was "free and fair, and representative of the will of the Salvadoran people," an AFL-CIO observer team declared.

"We saw this election as a significant, even definitive, step in the process of creating democracy in El Salvador," President Edward J. Cleary of the New York State AFL-CIO reported at a news conference attended by Sen. Daniel P. Moynihan (D-N.Y.), a member of the Senate Intelligence Committee.

Other members of the observer team were Deputy Executive Director Sam Haddad of the federation's American Institute for Free Labor Development, Assistant Director Edward Collins of the AFL-CIO's western region, and Eugenia Kemble, director of the federation's Free Trade Union Institute. They were joined by special AFL-CIO representative Anne P. Morton, Chairman Bayard Rustin of the A. Philip Randolph Institute, and former U.S. Ambassador to El Salvador Angier Biddle Duke, who represented the Appeal of Conscience Foundation.

Morton is the widow of Mark Pearlman, one of two AIFLD staff members shot to death three years ago while working on El Salvador's land reform program.

Cleary said the May 6 runoff election showed marked improvement over the initial election on Mar. 25 in that the military "stayed in the background" and voters seemed far more relaxed and confident about going to the polls despite sporadic leftist guerrilla attacks.

President-elect Duarte's opponent in the voting was ultra-rightist candidate Roberto d'Aubuisson, who stepped down as president of the nation's Constituent Assembly to run for the office. Duarte, who was officially declared the winner May 11, received about 54 percent of the total vote cast.

Machinists voting on 3-year accord with aircraft firm

St. Louis—The Machinists scheduled a vote on a new three-year contract with McDonnell Douglas Corp., for May 20, after reaching tentative agreement on terms covering 9,600 employees at its aircraft plant here.

The accord, which was reached May 12, the day before the old agreement expired, follows the pattern of the company's settlements with IAM and the Auto Workers at its West Coast facilities.

Chief IAM bargainer Cassell Williams said the new agreement does not boost pay rates but provides lump-sum payments equal to 3 percent of pay each year. Continued full cost-of-living coverage would be restricted to the highest paid 75 percent of the workforce, and new employees would receive lower rates of pay.

For workers in the highest pay grades, adjustments would amount to 5 cent per hour, and certain employees in classifications that have been merged would get an additional 16- or 17-cent raise, Williams said.

Under the agreement, employees will be required to make contributions to a new health insurance plan. They would begin paying $2 a week for single coverage and $4 for family coverage. These amounts would rise by 20 cents each year.

Pension improvements include the return of all employee contributions to the plan before 1969, when it became fully employer-paid. That would amount to $10 million for the IAM unit and up to $5,600 a member, Williams said. The basic monthly benefit would increase from $15 a year of past and future service to $17 a year for past service and $20 for future service.

Other provisions include an increase in life insurance coverage and an improved savings plan.

Study questions tax breaks for 'high tech' firms

By James M. Shevis

A comprehensive study of "high tech" industry from a labor point of view challenges the wisdom of pouring more public resources into its development without greater accountability to taxpayers.

"It is by no means clear that the high technology industry has repaid the public sector's investment in its economic welfare," a new report by the High Tech Research Group concluded.

The group of university and union researchers have made the first systematic examination of the validity of the industry's demands for greater public funding.

Directed by James A. Parrott, an economist with the Ladies' Garment Workers, and funded by five unions and other organizations, the report focuses on Massachusetts. The high concentration of high tech firms there has made the state one of the nation's two leading centers of the industry. But the study carries implications for the nation as a whole, the researchers said.

From its beginnings, the high tech industry has relied on taxpayers' money, the study noted. Government military contracts funded the development of technologies and prototype products. Public education has provided a highly educated and skilled work force, and public money at state and local levels has been used to lure high tech firms.

In Massachusetts, where high tech electronics manufacturing became the dominant industry in the late 1970s, localities have bent over backward to accommodate the industry, providing industrial parks, tax breaks, low-rate loans, funding for research and development and other benefits paid for by taxpayers, the study showed.

Questionable investment

But the study questions whether the state's citizens are getting a fair return on their investment and whether they should continue to support the industry.

While the rapid growth of the industry from 1976 to 1981 has been partly responsible for the state's comparatively low unemployment rates, the industry's need for special, favorable public policy initiatives has not been proven, the report observed.

"The lack of accountability to public interest characteristic of private sector decisions about investment and employment location permits particular firms and industries to act without regard for the social consequences of these actions," the researchers said.

Led by the powerful Massachusetts High Technology Council, an association of prominent high tech firms, the industry succeeded in its drive to lower taxes when it financed the campaign to pass Proposition 2½ in Massachusetts, for example.

But the effect of tax breaks for the industry has been counter-productive to Massachusetts citizens, the study found, citing evidence that the Prop 2½ cuts helped the already thriving high tech firms at the expense of other industries and other constituents.

The new report on high tech will be used by state labor and other progressive groups to counter the industry's efforts to kill plant closing legislation, reduce business taxes and to obstruct important social legislation. Parrott said the report can also be used to help organize workers in the industry.

The distribution of earnings in the industry is dramatically polarized between highly paid company executives and engineers and those in lower clerical and production levels, the study points out.

Highest paid

For instance, executives in the largest firms received average compensation of $221,000 in 1982, and, along with a handful of rich shareholders, they benefited the most from rapid stock equity increases in the 1980s, the study shows.

The group also found significant health and safety hazards in some high tech production work, which it attributed in part to the fact that the industry tends to be non-union.

Copies of the report, titled "Massachusetts High Tech: The Promise and the Reality," can be ordered from the High Tech Research Group, P.O. Box 441001, Somerville, Mass. 02144, at $8.00 per copy.

Court backs Longshoremen on containerized cargo rules

Richmond, Va.—The Longshoremen scored a clear-cut victory in their protracted legal battle to protect members' rights to handle containerized cargo as the 4th U.S. Court of Appeals upheld a National Labor Relations Board decision backing rules governing the work.

The unanimous decision by a three-judge panel went even further than the NLRB did in its finding early last year, affirming the validity of the provisions in their entirety. The board had made two exceptions.

The negotiated provisions give the union's membership the right to load or unload all container cargo within 50 miles of an Atlantic or Gulf Coast port where the ILA has a contract with shipping management groups.

Reviewing a group of nine cases on appeal from the NLRB decision, the Richmond court agreed with the board that ILA's primary objective was to preserve work threatened by containerization rather than to acquire work previously performed away from the piers by non-union members.

The rules have been the subject of a decade of legal challenges. They were developed in the late 1960s in response to the advent of mobile cargo containers.

Shipping companies which owned or leased the containers allowed owners of the cargo, truckers, and warehousemen to load or unload the containers away from the pier, and the practice threatened to severely reduce the volume of work available for ILA members.

In its decision, the court reversed the NLRB's ruling last year that application of the rules to "shortstopping"—the loading and unloading of full shippers' loads by truckers within the 50-mile radius—and to warehouse operations not performed by ILA members amounted to an unlawful secondary boycott.

Supporting evidence

The court said it found "substantial evidence" to support the NLRB finding that the union had a primary work preservation objective in negotiating the container rules in a collective bargaining contract, pointing out that the rules "seek to preserve work traditionally performed by the bargaining unit. . . .

"The rules grant them the right in certain instances to load cargo piece by piece into containers and unload it piece by piece from containers. In short, containerization has simply changed the locus of the work, moving the operation shoreward."

Candidates focus on final round of state primaries

Gary Hart's "western strategy" helped him to primary victories in Oregon and Nebraska, where his rivals did little campaigning. But delegate pickups in both states plus a gain in the second round of Alaska's caucuses carried Walter F. Mondale a step closer to the Democratic presidential nomination.

At latest tally, the UPI press service showed 1,564 delegates who have declared for Mondale, 941 for Hart and 291 for Jesse Jackson.

With only a Utah primary intervening, the focus of the campaign shifted to California and New Jersey—the largest delegate prizes in the five-state windup of the primary season on June 5.

All three candidates campaigned for the support of California's Mexican American Political Association, but the endorsement went to Mondale.

Uninsured health epidemic

Added to other evidence that the Reagan Recession has severely damaged the nation, a study by the Urban Institute revealed that there are now about 38.6 million Americans—that's 19 percent of the population—who don't have health insurance.

The institute lays the blame largely on the recession, pointing out that between 1979 and 1982 the number of uninsured Americans rose by 9.9 million.

Katherine Swartz, senior research associate for the institute, told a Senate health subcommittee that while the 1981-82 recession is the chief culprit in the dropoff in protection, changes in employer attitudes toward health care benefits have hurt, too.

Many families have dropped health insurance rather than pay out-of-pocket for higher premiums or co-payments as employers have cut benefits, Swartz testified. She predicted that employers are not likely to restore the benefits even if the economy improves.

Swartz also disputed a 1983 Reagan Administration study that claimed that only a small portion of the unemployed don't have health insurance.

The conclusions are faulty today because they are based on outdated 1977 data, Swartz said. In 1977, she pointed out, the economy was in a recovery period and many of the unemployed were chiefly secondary wage earners. But by 1982, with the economy in a deep recession, most of those who lost their jobs were principal wage earners.

Kirkland cites import costs in empty steel mills, lost jobs

The United States can't afford to become dependent on foreign suppliers for its steel, AFL-CIO President Lane Kirkland stressed in testimony before the International Trade Commission.

Kirkland's testimony supported the joint petition by the Steelworkers and Bethlehem Steel Corp. for a temporary curb on imports that have wiped out jobs and forced the shutdown of steel mills. Earlier, Industrial Union Dept. President Howard D. Samuel also joined USWA and industry officials in urging import restraints.

Steel imports have nearly doubled over the past 10 years, Kirkland noted, and plant closings last year reduced the industry's production capability by more than 14 million tons.

Kirkland told the ITC that the workers displaced by imports are "proud, productive men and women . . . who have spent their lives in an industry that has literally built America."

There is no comfort for them in "explanations that try to brush under the table the real damage from imports," Kirkland said. "They live in the present, and their present consists of empty mills and unemployment."

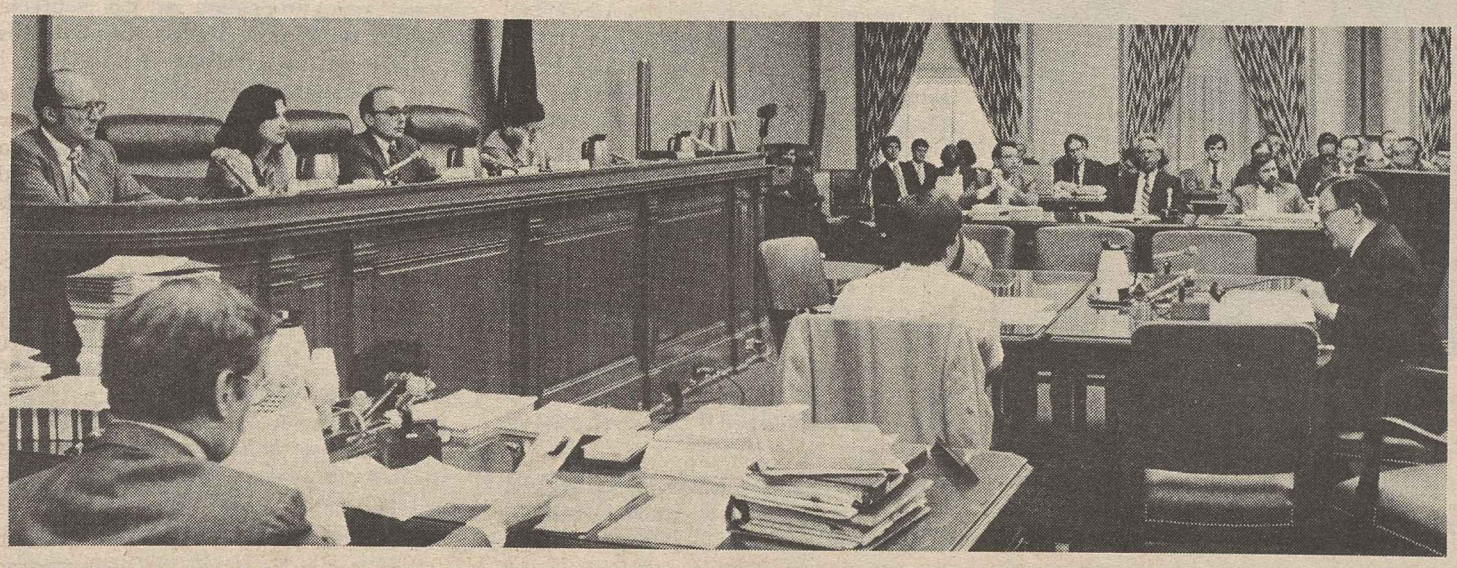
Foreign subsidies

Kirkland noted that the steel production facilities of other nations are either government-owned or government-supported, with financing for modernization provided on favorable terms. Sometimes the subsidies are even more direct.

"The capability to produce steel is central to the strength of the United States," Kirkland stressed. "From both a national security and overall economic perspective, steel production provides the necessary foundation for a strong and growing America," he said.

Samuel told the ITC that its decision on import relief "will have an effect on the nature of American society and help determine whether a large part of our population must abandon the American dream."

Steel is the key to the nation's industrial base, Samuel testified, and without an industrial base, "the nation cannot provide millions of workers jobs at decent pay."



Trade Commission hears Lane Kirkland urge curbs on steel imports that have wiped out jobs.

Pacts ratified at five hotels in Las Vegas

Las Vegas, Nev.—Bartenders, musicians and stagehands at five major hotel-casions ratified new four-year agreements with employers, and culinary and hotel service workers are also expected to approve terms recommended by their bargaining committee.

Members of the four local unions have gone back to work at the Las Vegas and Flamingo Hiltons, Caesars Palace, Western and El Cortez hotels, and the ratifications will formally end a walkout against those employers that began April 2.

But there has been no movement in negotiations with 20 other hotels where more than 10,000 workers are still on strike. Most of the holdout employers are members of the Nevada Resort Association.

The workers won some relief, however, when an appeals court eased tough terms of a temporary restraining order that local police had used in arresting more than 800 union pickets.

The ruling makes it harder for police to charge picketers with criminal violations. Instead, infringements of the restraining order will be considered civil infractions.

The new four-year agreements were reached with the five hotels by Hotel Employees & Restaurant Employees Local 165 and Local 226, Musicians Local 369 and Stage Employees Local 720 after the employers began negotiating separately with the unions—stepping out from behind hardline takeaway demands pressed by the employers' association which had been bargaining for them.

Earlier agreements

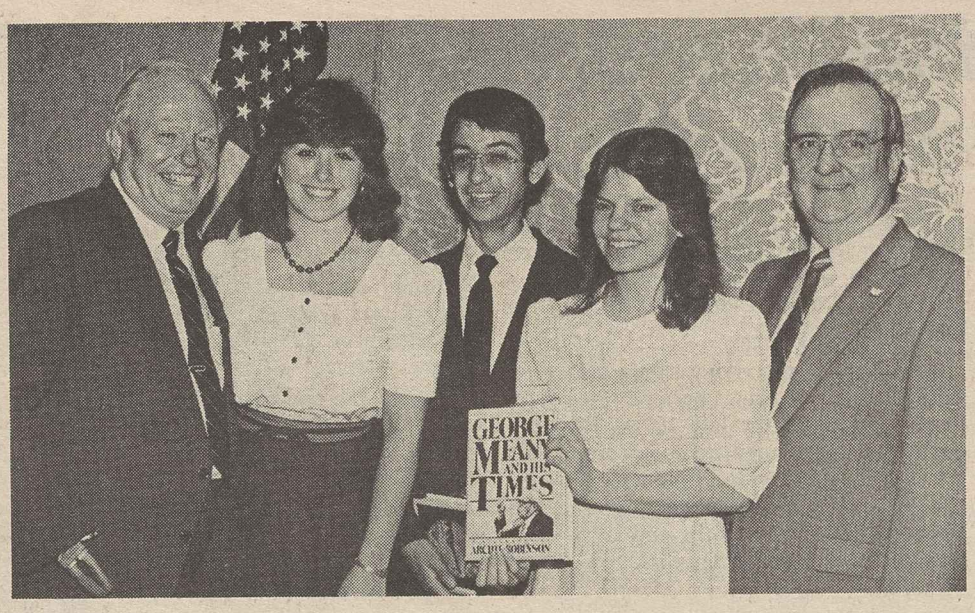
Earlier, 30 hotels had agreed to the new pacts, many without being struck.

The focus of bargaining has turned to the MGM Grand Hotel, the largest of the holdouts. Union negotiators said the resort association led by MGM Grand has refused to change its bargaining stance.

The employers are demanding a five-year agreement with a no-strike clause and a wage package substantially lower than that agreed to by the signed employers in four-year contracts, the unions reported. More than 40 other issues are also unresolved.

To help press the MGM Grand toward a settlement, the AFL-CIO Food & Allied Service Trades Dept. launched a national campaign to highlight the financial dealings and interlocking directorates between the hotel-casino and MGM/UA Entertainment. The companies share seven directors.

FAST President Robert F. Harbrant said the campaign will include an effort to remove the directors and to urge securities analysts to persuade investors not to buy MGM Grand stock.



President's Committee Chairman Harold Russell, left, and Everett Lehmann, director of special programs for the Electrical Workers, congratulate contest winners Lisa Powell, Abel Montez and Julie Reimann.

Organized labor's role cited in job aid for handicapped

Assuring that handicapped and disabled persons who want to work are able to participate fully in the nation's workforce and in society is of deep concern to the American labor movement, winners of the national "Ability Counts" essay contest for high school students were told.

Everett Lehmann, director of special programs for the Electrical Workers, said that through its overall employment, safety and health policies and directly through the collective bargaining process, organized labor works for employment of handicapped and disabled workers.

Lehmann, representing AFL-CIO Vice President Charles H. Pillard who is a member of the President's Committee on Employment of the Handicapped, stressed that the AFL-CIO and its affiliates are firmly pledged to cooperative efforts with employers, government and organizations of disabled people to make sure that handicapped Americans have full access to job training and placement programs.

The essay contest winners, their families and a number of their teachers were the guests of the AFL-CIO at an awards luncheon held during the annual meeting of the President's Committee. AFL-CIO Vice President Joyce Miller chairs the committee's labor panel.

Elizabeth Tunney, legislative representative of the Retail, Wholesale & Dept. Store Union and a vice chair of the President's Committee, also attended the awards luncheon.

The students' trips to Washington for the awards ceremony were paid for by the AFL-CIO and its state federations.

The five national essay contest winners, along with 25 other state winners, wrote on the theme, "Employers or Employees: Disabled People Working." The five top winners shared $6,500 in cash scholarships donated by the Disabled American Veterans.

First prize of $2,000 went to Lisa Powel of Dale City, Va. Second prize of $1,500 went to Abel Montez of Roswell, N.M.; third prize of $1,250 to Julie Reimann of Idaho Falls, Idaho; fourth prize of $1,000 to Jacquelyn Howard of Andalusia, Ala., and fifth prize of $750 to Robyn M. Wampler of Helena, Mont.

Shipbuilding goals linked to broader policy

A revitalized shipbuilding and maritime program should be made an integral part of the nation's industrial policy, AFL-CIO Vice President John H. Lyons urged in a statement submitted to the House Merchant Marine subcommittee.

Lyons, president of the Iron Workers, presented the views of the AFL-CIO in the statement supporting the goals of a bill introduced by Subcommittee Chairman Mario Biaggi (D-N.Y.).

The Biaggi bill provides a financing mechanism to facilitate construction of American-flag vessels in U.S. shipyards. It would establish a Maritime Redevelopment Bank that could make loans, loan guarantees and investments backed by ship mortgages.

Its concept is similar to the financing provisions of the labor-endorsed industrial strategy bill that has been approved by the House Banking Committee and is awaiting action by the full House.

Lyons said the AFL-CIO believes that a special maritime industrialization program should be part of a broad national industrial policy. But "until such time as the more comprehensive program is enacted," Lyons said, "it would be an appropriate, important step forward to proceed with a separate program."

Industrial policy

If it should be enacted first, he said, such a program could later be combined with an industrial policy measure.

Lyons told the subcommittee that the organizational structure to deal with maritime industry problems requires representation from management and labor in the shipbuilding and shipping industries, along with government representation. Government participation would include the Maritime Administration and the Navy.

He said such a council would have the assignment of determining the nation's shipbuilding and ship repair needs "within the context of the U.S. position as a leading economic, political and military power."

Economy sends out mixed signals

The economy seesawed amid signs that economists found ominous, particularly lingering pockets of double-digit unemployment, rising interest rates, and a sharp rise in consumer debt.

While the Reagan Administration hailed last month's 2.9-percent surge in retail sales, analysts said it could mean added pressure on already increasing interest rates. Much of the growth in retail sales in April was due to "big ticket" items bought on credit. Financing these items could exacerbate competition between the government and business for funds and tighten credit still more.

Another Commerce Dept. report, on housing, was greeted similarly with mixed feelings. While starts of new housing rebounded 19.3 percent in April after a record 27-percent drop in March, higher mortgage interest rates are causing an abrupt drop in sales, and builders' expectations for the rest of this year also are down.

Building permits, an indication of builders' plans for this summer, slipped one-tenth of 1 percent in April, despite the month's big increase in actual construction.

High jobless rates

Meanwhile, the Bureau of Labor Statistics reported that 11 states, plus the District of Columbia and Puerto Rico, still had unadjusted jobless rates of 10 percent or more in March. West Virginia led the states with 16 percent, followed by Michigan, with 12.5 percent, and Alabama and Alaska with 12.2 percent each. Puerto Rico's rate was 21.6 percent.

Other states with double-digit unemployment in March were Illinois, 10.6 percent; Indiana, 10.5 percent; Kentucky, 10 percent; Mississippi, 10.3 percent; Ohio, 10.6 percent; Oregon, 10.7 percent, and Washington, 10.7 percent. The District of Columbia had a rate of 11.8 percent.

Among metropolitan areas, McAllen-Pharr-Edinburg, Tex., reported the highest rate, 24.9 percent. Laredo, Tex., had a jobless rate of 21.2 percent, while Modesto, Calif., was next with 20.7 percent.

In other economic reports, the Federal Reserve Board said consumers took out $5.87 billion more in installment debt than they paid off in March despite a sharp drop in auto loans. It was the second highest increase ever. The record of $6.61 billion was set in February.

Industrial production continued to climb, rising 1.4 percent in April, the Fed said in a separate report. The jump was almost three times the March increase.

The large increase in factory output marked the 17th consecutive monthly increase, and nearly matched January's 1.5-percent rise. Production at the nation's factories, mines and utilities rose a modest five-tenths of 1 percent in March.

Wholesale prices, frequently a harbinger of prices at the retail level, were unchanged in April from March, BLS said. A steep six-tenths-of-1-percent decline in food prices was offset by a 2.9-percent jump in gasoline prices and prices for other finished goods.

ULLICO headquarters

The new national headquarters building of the labor-owned Union Labor Life Insurance Co. is officially opened at ribbon-cutting ceremonies in Washington. From left, ULLICO President Daniel E. O'Sullivan, Chairman J. Albert Woll, AFL-CIO President Lane Kirkland and Mayor Marion Barry. The ULLICO headquarters, moved to Washington from New York, was built in cooperation with the D.C. government as part of a major urban redevelopment program.

Dick Howard retires from Labor newspaper

Veteran labor editor Richard C. Howard retired Apr. 30 after 26 years with Labor Newspaper, published by 17 railroad unions.

Howard, who served as secretary-treasurer of the Labor Cooperative Educational & Publishing Society which publishes the paper, has been a member of the Railroad Signalmen since 1940. He was editor of the Signalmen's Journal for ten years prior to joining Labor.

Howard also has served as chairman of the Association of Railway Labor Editors, and as a vice president and president of the International Labor Press Association.

Succeeding Howard at Labor is Calvin C. Bevins, a former vice president of the Railway Carmen.

EDITORIALS

There He Goes Again

THE CASE the Administration has tried to make for its subminimum youth wage proposal is flimsy at best. But the arguments made for it would be somewhat less suspect if President Reagan hadn't repeatedly expressed his distaste for the entire concept of the wage-hour law.

Just last December, the President complained that "a lot of our ills are due to the minimum wage." The "very least we should do," he told a group of editors, is to enact "a lower minimum wage for young people."

On another occasion, Mr. Reagan suggested that doing away with the minimum wage law would be "the right thing to do." But since it wasn't likely Congress would go along, he was prepared to accept a "half-loaf" in the form of a subminimum youth wage from May through September.

Given this background, Congressman Hawkins was on sound ground in suggesting that the Administration's new push for a lower wage floor for teens was merely "the opening wedge" in an Administration attack on all wage standards. And some mayors who have been able to discover virtue in the Administration proposal to drop the pay floor when hiring workers under the age of 20 would be well advised to take a closer look at the philosophy behind it.

The youth subminimum proposal is hardly new. It has been pushed by fast-food restaurant chains and their congressional allies for some years.

WHEN HE FIRST took office, Labor Sec. Donovan demonstrated commendable coolness toward the proposal by Senate Labor Committee Chairman Hatch to allow employers to pay workers under age 20 only 75 percent of the minimum wage.

It wouldn't be a "cure-all for youth unemployment," Donovan noted. It would be difficult to avoid abuse and existing law already allowed employers to start students at 85 percent of the minimum wage in after-school jobs and summer employment.

Besides, he would want to "carefully review" the report by the congressionally established Minimum Wage Study Commission that was due shortly.

Well, the commission did make its report and concluded that a lower wage for teenagers conflicts with the purpose of the Fair Labor Standards Act and contradicts the principle of equal pay for equal work.

But now, Sen. Hatch's bill is the Administration bill, and Mr. Donovan hails it as the answer to youth unemployment.

Perhaps the Secretary of Labor should somewhat more "carefully" review that minimum wage study for which he was waiting.

An Escape Hatch

HIGH INTEREST rates can reverse the nation's painfully slow economic recovery and add to an already huge trade imbalance.

So it's not surprising that Administration officials have been sniping at the tight-money policies of the Federal Reserve Board that have contributed to the latest spurt in bank interest rates and in the cost of Treasury borrowing.

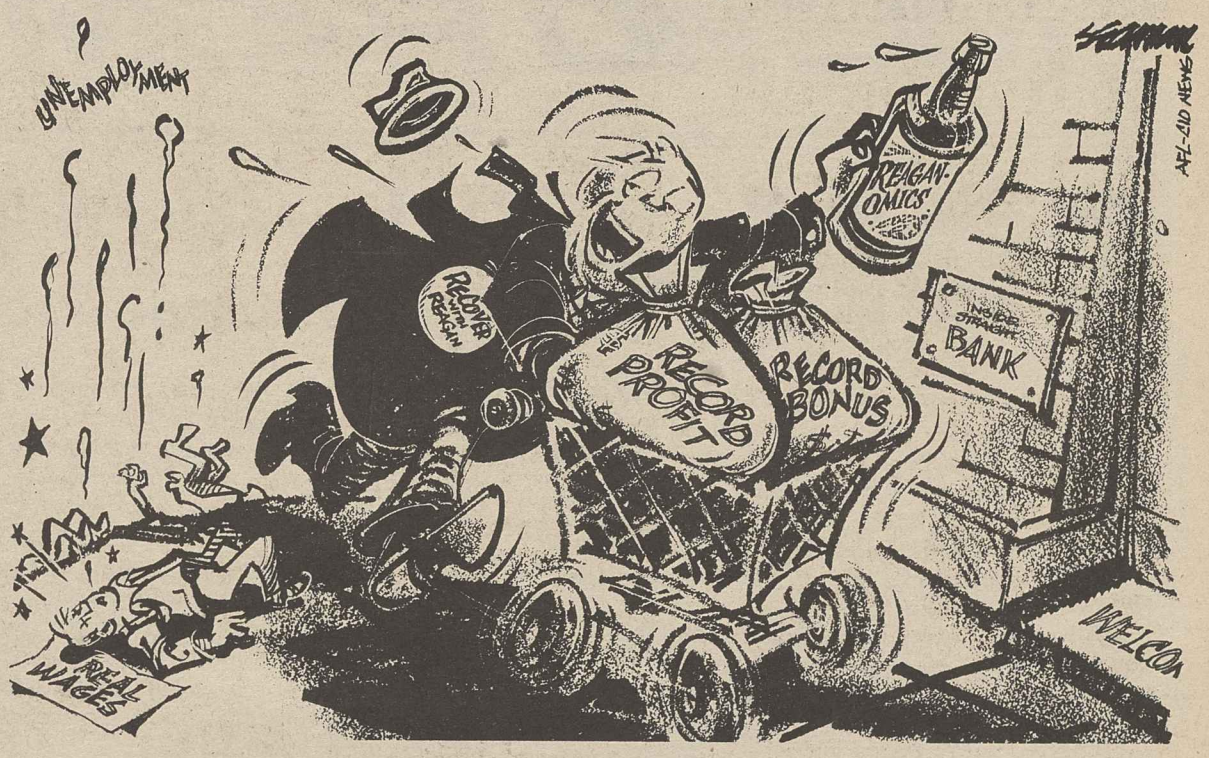
Nor is it surprising that the Fed looks askance at the fiscal recklessness of a President who insists on the combination of huge tax cuts and big increases in military spending.

There is a recourse the Reagan Administration has shunned in the past that at least offers an emergency escape hatch from the dilemma it may soon face.

That's a revival of the Credit Control Act, which would allow the President and the Fed to regulate credit by curtailing its use for non-productive purposes such as corporate takeovers. The intent would be to make funds available at reasonable rates for housing and job-creating investment.

The Administration let the standby control authority expire two years ago. That was a mistake. But fortunately, it is still correctible.

'Out of My Way!'



Washington Window

Asbestos risk time bomb still ticking in classrooms

By Press Associates, Inc.

When disease epidemics hit the United States in the past, it wasn't difficult to recognize a health emergency. Cholera, typhoid, polio and influenza brought down their victims swiftly, with an iron grip of death-threatening symptoms.

Recently, a school superintendent proclaimed a health emergency and closed a high school in Wappingers Falls, N.Y., for the rest of the academic year. None of the school's 1,750 students had died or even displayed so much as a fever.

But the health hazard that shut the school was no less an emergency than well-known killer diseases—it was asbestos.

Dr. Irving J. Selikoff, director of the Environmental Sciences Laboratory at the Mt. Sinai School of Medicine and an expert on asbestos-related diseases, used the example of this high school to stress the health emergency that asbestos poses for the nation.

The danger at the school was real, Selikoff told an Environmental Protection Agency hearing in Washington, because of asbestos's "iron grip of latency." Only one asbestos fiber lodged at one microscopic site can produce lung and other cancers 20 or 30 years from the time the fiber was inhaled or ingested.

Body count

The hearing was the result of a Service Employees petition to the EPA to issue a rule requiring an estimated 14,000 schools nationwide to get rid of asbestos hazards. The union could wait no longer for federal action. It was starting to count bodies.

A school custodian for 30 years in Boston died from the lung disease asbestosis. A teacher who later became a school administrator in Stamford, Conn., died at age 52 from mesothelioma, a cancer of the stomach and lung lining caused by asbestos. The SEIU president of a Chicago school custodians local with 8,000 members reported his local has a severe lung cancer epidemic.

The SEIU estimates that 3.2 million children and 650,000 employees currently are exposed to asbestos in schools. Asbestos was sprayed in schools as a fire retardant, insulator and materials reinforcer from the end of World War II until the EPA banned it in public buildings in 1973.

The EPA currently requires only that schools investigate asbestos hazards and report findings to parents and teachers. After that, the agency relies on schools to voluntarily clean up hazards.

Louis Kitchen of AFSCME Local 4 in Ohio told of an asbestos removal project where asbestos dust was blown onto cafeteria food eaten by children and school employees.

Local funding problem

The unions also described efforts of teachers and parents to get asbestos hazards removed which became mired in state and local jurisdiction mazes leading nowhere. Even when school districts make good faith efforts to identify asbestos hazards, they said, the costs, estimated at more than $1.4 billion nationwide, have stymied clean-up action by poor school districts.

All of the union representatives testifying at the EPA hearing reached similar conclusions on actions that must be taken immediately to fight the asbestos health disaster. The EPA must first require schools to get rid of asbestos hazards, spell out safe removal and containment procedures and enforce the rules.

Second, the federal government should provide help for those school districts that cannot shoulder the costs alone. Bills pending in Congress that provide loans and grants to schools to help investigate and remove asbestos hazards from schools must be passed and funds appropriated.

Anything short of these actions only compounds the shame the nation must bear for exposing millions of children and workers to high cancer risks from asbestos.

AFL-CIO news

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MEMO FROM COPE

CON — Or: How Long Will So Many Buy the Baloney That Humane Programs Failed? They Didn't

Government is the problem, not the solution. Right? (This wisdom, courtesy of Ronald Reagan.)

There are more poor now than when the war on poverty began in the 1960s. Right? (Courtesy same gentleman.)

Let's turn loose the good old private sector; that'll solve little matters like hunger and poverty. Right? (Ibid—that's Latin for same guy.)

How long are we going to keep buying this con? Not just Ronald Reagan's, but the con of a lot of Republicans . . . and a lot of Democrats, too, who are running away from some of the most humane laws on the books that their own party put there.

The con—and it's been going on for years—is that all those people-serving programs enacted in the early 1960s just drain taxpayers of money without accomplishing much.

That Ronald Reagan was elected President is ample evidence that years of repetition of this con have given it a certain credibility with a lot of Americans. In fact, a CBS/New York Times poll in November 1980 (the month in which Reagan was elected President) found that 62 percent of Americans believed anti-poverty programs haven't helped the poor and even made things worse for them.

There's an old line about the press: No amount of back-page truth can offset a front-page lie. And it is true that charges against people-helping programs, being more dramatic, make Page One, while defenses of them, being less dramatic, are found deep inside.

But there *are* such defenses, and some very convincing ones. A recent one appeared in the *Washington Post*, written by Spencer Rich who covers federal programs for the paper. Rich defends the anti-poverty programs of the Lyndon Johnson era . . . and does it with fact, not rhetoric.

His conclusion: "A much smaller percentage of Americans live below the poverty level today than when the efforts to attack the problem got underway in earnest." (This, despite Reaganism's substantial addition to the ranks of the poor.)

Reagan himself has charged that there were actually *fewer* living in poverty in the early 1960s than since, but Rich uses Reagan's own budget director David Stockman to knock that one down. Stockman said last November: "Substantial progress has been made in the last 23 years in reducing poverty . . . (it) is not nearly as extensive as it was at the outset of the war on poverty."

The probability is that Stockman knows more about it than Reagan, and the Census Bureau backs up Stockman, anyway. It points out the poverty rate was 22.4 percent in 1959. That figure dropped rapidly under the impact of wide-ranging Johnson programs to 17.3 percent in 1965 and between 11 and 12 percent in the 1970s.

Then, along came Ronald Reagan and the poverty rate climbed back to 15 percent.

Rich makes the point that standards of measuring poverty have remained the same throughout this period, so there is nothing new to skewer the figures under Reagan. Rich says, "poverty covers anyone whose cash income from all sources is less than three times the cost of an adequate diet as defined by the government. In 1982, a family of four with income below $9,862 was considered poor."

Rich cites a study by the House that demonstrates that one in every four Americans would be below the poverty level if it weren't for the federal programs in place to reduce poverty, compared with the actual figure of one in seven.

In other words, the number of poor would be almost doubled.

The number of Americans for whom people-helping programs keep poverty at bay is put at 23 million. In the case of the elderly, without these programs 55 percent would be living in poverty, an additional 14-16 million of them. That figure, too, is from Reagan's own David Stockman.

As if Stockman's perfidy were not enough, Reagan also is contradicted in his charges against anti-poverty programs by Martin Anderson, formerly the Administration's expert on social welfare, who says the welfare system is a "smashing, total success."

The program on which Stockman's and Anderson's positions are based are the major cash benefit programs: social security, welfare and unemployment. But if you factor in the non-cash benefits, Rich says, like food stamps, housing aid and medical assistance, the poverty rate goes down further.

If non-cash benefits were included in measuring the poverty rate, that rate would fall from the present 15 to 10-11 percent, according to the Census Bureau, and it would have been down to the six percent range in the pre-Reagan 1970s.

But these are all programs Reagan has cut ($110 billion) and is determined to cut more if he is elected to a second term. He seems unable to acknowledge, or tolerate, their success.

How successful they actually have been can be measured by imagining what it would be like if the programs were wiped out, all of them for people of all ages. Rich cites some experts:

"There would be a lot of starvation," says Henry Aaron, economist at the Brookings Institution.

Dr. Jacob A. Brody, associate director of the government's National Institute on Aging, says experts agree that the health of the aged has improved in recent years, with higher life-expectancies and, beginning shortly after Medicaid (which now covers 30 million Americans), "an astonishing decline" in death rates.

"I don't think there can be any doubt that Medicare is a factor in improving the health of the aged."

For example, "lowering blood pressure is one of the very potent life-prolongers" and Medicare treats the elderly for that. Since Medicare, blacks, who as a group tend to suffer more than others from high blood pressure, "are going to doctors" to treat it.

Cataract operations, cancer surgery, pneumonia treatment—all these life-preserving or life-enhancing treatments and many more are now available to many older people who once couldn't obtain them.

But you don't need experts, just your own common sense.

Without food stamps, millions of Americans would be hungry and/or malnourished (millions were *before* food stamps, that's why the program was enacted.) Without health programs, millions would suffer, as they did *before* health programs. Without housing aid, additional millions would be slum-ridden, as they were *before* housing programs.

The entire spectrum of people-serving programs is there because there was a demonstrable and deep need, not because a bunch of bleeding-heart-do-good-tax-and-tax-spend-and-spend-milk-of-human-kindness Democrats (and some Republicans) wanted a monument to themselves.

Rich concludes about the programs Reagan ridicules and is dead set on reducing further:

"So the secret is out. What we are buying with all these programs is a vast reduction in poverty, misery and sickness. Whatever the cost of these programs has been, it must be acknowledged that they have changed the American social landscape for the better. They have moved the country closer to its own lofty ideals of a society compassionate to the disadvantaged, as well as rewarding to the fortunate."

One Vote Counts!

If you're one of those sourpusses who grumps around at election time and snarls that one vote doesn't count, don't try to tell that to Kent Hance, Lloyd Doggett and Robert Krueger. They'll tear your toenails out.

The three just came through the Democratic U.S. Senate primary in Texas. Krueger got 453,600 votes, which was 1,161 votes short of Doggett's 454,761, which in turn was 1,076 short of Hance's 455,837.

Less than a percentage point separated the three out of a total of more than 1.4 million.

Krueger, of them all, would be miffed if you tried to tell him one vote doesn't count. The former House member lost a Senate race to outgoing Sen. John Tower in 1978 by fewer than 20,000 out of three million-plus votes.

Conservative Democrat Hance, a U.S. House member, and State Sen. Doggett will face each other in a run-off primary June 2. The winner goes against ultra-conservative Democrat-turned-Republican Rep. Phil Gramm who handily won the GOP primary.

Odds 'n Ends

IF YOU'VE BEEN waiting on edge of your chair for results of the annual "most admired conservative" contest run by right-wing czar Richard Viguerie's *Conservative Digest* magazine, here they are: Most admired conservatives in Congress (in order of admiration)—Sen. Jesse Helms (N.C.), Rep. Jack Kemp (N.Y.), Rep. Phil Crane (Ill.), Sen. Jeremiah Denton (Ala.), Rep. Henry Hyde (Ill.), Rep. Ron Paul (Texas), Sen. Bill Armstrong (Colo.), Sen. Orrin Hatch (Utah), Sen. John East (N.C.), Rep. Phil Gramm (Texas).

Most admired not in Congress: President Reagan; Moral Majority leader Rev. Jerry Falwell; Paul Weyrich, head of Committee for the Survival of a Free Congress; Howard Phillips, chief of Conservative Caucus; publisher William Buckley; writer Pat Buchanan; former Interior Secretary James Watt; millionaire Lewis Lehrmann; ex-Rep. Robert Dornan (Calif.); John Birch Society founder Robert Welch. Most admired conservative woman is (who else?) Phyllis Schlafly.

SLOGAN FOR REAGAN campaign apparently has been selected: "Leadership You Can Trust." It will blossom on Reagan-Bush posters to be unveiled soon, according to press reports. It doesn't spell out what you can trust this leadership to do, just leaves it to the eye of the beholder.

IT WAS BOUND TO HAPPEN, as national right-wing leaders hop on, and try to grab reins of, anti-tax bandwagon started six months ago in Michigan. Some folks there used state income tax increase as peg for recall election against two state senators, both Democrats, who supported boost. Recalls succeeded, Republicans won both special elections, took control of state senate. Now, you can look for right-wingers to use recall tactic in any state where tax increase comes up, is passed. Richard Viguerie is chairman, Howard Phillips vice-chairman, of Populist Conservative Tax Coalition, which will organize new "tax revolts."

BIG PUSH on absentee voting planned by both political parties this year as result of hugely successful Republican effort in California in 1982—a campaign credited with winning state's gubernatorial election for George Deukmejian over Los Angeles Mayor Tom Bradley. Bradley had 20,000-vote edge among those who voted election day, but Deukmejian ran up a 113,000-vote margin among absentee voters. California GOP had mailed 2.6 million special packets on absentee voting, covering all households with at least one registered Republican.

New hotel pacts add to pressure on holdouts

Las Vegas, Nev.—Proposed agreements between striking culinary workers and bartenders and 13 more hotel-casinos on the glittering Las Vegas Strip gave momentum to bargaining as organized labor planned to step up the pressure against management.

Members of Hotel Employees & Restaurant Employees Locals 165 and 226 balloted May 24 on five-year contract proposals with the 13 properties, while talks shifted to the Stage Employees and Musicians. All the unions kept up their picketing in line with their "all-or-none" code of staying out until all have acceptable agreements.

The tentative settlements are with MGM Grand, Tropicana, Union Plaza, Mint, Showboat, Golden Gate, and five hotels owned by the Summa Corp.—the Sands, Frontier, Castaways, Desert Inn and Four Queens. They were announced May 21 after a weekend of marathon talks between HERE negotiators and the Nevada Resort Association. Two days later, similar agreements were reached with the Las Vegas Club and the Holiday Inn/Center Strip.

Eight holdouts

Eight resorts employing about 2,000 culinary workers and bartenders—but no musicians or stagehands—were still holding out. None of the eight has casinos on the Strip, but are located in downtown Las Vegas and outlying areas of the city.

The resorts association, which negotiates for the richest Las Vegas hotel-casinos, forced the strike Apr. 2 with its union-busting campaign to exact concessions and unacceptable demands in new contract talks. More than 17,000 union members have been involved in the strike, the longest in the city's history.

The latest settlements are generally in line with earlier agreements with five other NRA members, the Las Vegas Hilton, Flamingo Hilton, Caesars Palace, El Cortez and Western hotels. The five hotels agreed to four-year contracts with wage increases of $1.46 an hour.

Before the walkout began, the unions had reached new contracts with 23 independent hotels and casinos. The main issue in the talks with all the employers has been management's insistence on doing away with the current 40-hour workweek guarantee.

Rallying support

Meanwhile, Nevada State AFL-CIO Executive Sec.-Treas. Claude Evans told a news conference that AFL-CIO President Lane Kirkland would join other labor leaders here June 1 to draw national attention to the workers' struggle for economic justice.

Evans said Kirkland would meet with

Continued on Page 2

AFL-CIO news

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MAY 26, 1984

LEGISLATIVE ALERT!

PAGE 8

Sec.-Treas. Thomas R. Donahue voices AFL-CIO concerns on the NLRB's anti-union tilt. Legislative Director Ray Denison is at right.

Reagan's nominee for NLRB counsel called unqualified

By David L. Perlman

The AFL-CIO called on the Senate to reject President Reagan's nomination of Rosemary Collyer to be general counsel of the National Labor Relations Board.

Collyer lacks both the experience and the impartiality the position demands, AFL-CIO Sec.-Treas. Thomas R. Donahue testified at Senate confirmation hearings. He warned that the appointment would worsen the NLRB's already heavy pro-employer tilt.

Donahue charged that President Reagan's three appointees to the NLRB have demonstrated a "single-minded devotion to employer interests." Collyer appears to be cast in the same mold, he suggested.

Donahue's concerns were shared by Democratic members of the Senate Labor & Human Resources Committee and by the chairmen of two House subcommittees that deal with federal labor law.

Lack of experience

Rep. Barney Frank (D-Mass.), head of a Government Operations subcommittee that has held hearings on the NLRB, and Rep. William Clay (D-Mo.), chairman of the Labor-Management Relations subcommittee, contrasted the paucity of Collyer's legal experience with the heavy responsibilities of the NLRB general counsel.

The general counsel supervises the NLRB's 33 regional offices, directs the work of hundreds of attorneys and has the final say on the issuance of unfair labor practice complaints against employers and unions.

Collyer's only experience with federal labor law came during her relatively brief stay with a Denver law firm between her graduation from law school in 1977 and her appointment in 1981 as chairman of the Federal Mine Safety & Health Review Commission.

One committee member, Sen. Donald W. Riegle, Jr. (D-Mich.), said Collyer appears to have exaggerated even her limited experience in this field. A check with her former law firm, he said, showed involvement in only nine NLRB matters as a lawyer and only one case in which she was the principal attorney. She had testified she had handled about 30 cases before the NLRB and was the main lawyer in most of them.

Sen. Edward M. Kennedy (D-Mass.), the ranking minority member on the panel, said the Senate's confirmation of other "relatively unknown and inexperienced Reagan nominees" to the NLRB has led to unhappy results. With the labor board "in full-scale retreat from its statutory obligation to promote collective bargaining,"

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Administration rebuffed as anti-bias bill advances

Two House committees gave a strong bipartisan endorsement to a labor-backed, Administration-opposed bill to strengthen the government's ability to act against discrimination.

President Reagan protested at his May 22 news conference that the legislation is "too broad" and would lead to federal "intrusion." But the next day, the House Judiciary Committee approved it unanimously, as did the Education & Labor Committee after rejecting changes sought by two Republicans.

The measure, needed to remedy a restrictive Supreme Court decision, would cut off all federal funds to any institution or program that discriminated in any of its functions. It would do this by amending various laws dealing with discrimination on the basis of race, sex, religion, national origin, age or handicap.

At committee hearings, Assistant Atty. Gen. William Bradford Reynolds had protested that the bill goes further than needed to reverse the Supreme Court's interpretation of a law barring sex discrimination in educational activities receiving federal aid. The 6-3 court majority held the law in question denied funding only for specific college functions that discriminate, thus allowing federal support for other programs.

As civil rights groups see it, the ruling contradicted the intent of Congress and weakened other laws that also rely on a cut off of federal funds as a weapon against discrimination.

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Pro-employer shift

Board continues to reverse policy

By James M. Shevis

The Reagan majority on the National Labor Relations Board has come up with a new reversal of established board policy that the AFL-CIO charged fits the mold of the board's recent anti-worker actions.

In a 3-1 decision, the board said that "under no circumstances" will it order an employer who has committed unfair labor practices to bargain with a union that has not demonstrated majority support.

"In case after case, the NLRB continues to operate as a tool of employers," the AFL-CIO declared in commenting on the case.

"The Supreme Court has said that an employer should be ordered to bargain with its employees if that employer has so poisoned the well with unfair labor practices that a fair election is not possible.

"Now the new NLRB majority is diluting that protection for employees with this ruling."

The ruling concerns Gourmet Foods, Inc., a St. Paul, Minn., specialty foods distributor that had embarked on a five-month campaign of unfair labor practices when the unaffiliated Teamsters attempted to organize its workers. The company threatened to fire the workers and close the plant.

Outrageously unfair

Even though a collective bargaining agreement was never reached, the Teamsters argued that the NLRB should order Gourmet Foods to negotiate a contract because the company's retaliatory moves had been so "outrageous and pervasive."

Refusing to go along with its earlier precedent of remedial bargaining orders, the board said in its decision that the principle of majority rule is paramount and fundamental to the right of workers to pick pick their own unions, and must be followed even in the most "exceptional" cases. Members Patricia Diaz Dennis and Robert P. Hunter joined Chairman Donald L. Dotson in the decision, while Member Don A. Zimmerman dissented.

Zimmerman, an independent who was appointed to the board during the Carter Administration, pointed to a 1969 Supreme Court decision involving the NLRB and the Gissel Packing Co. that identified a class of unfair labor practices so coercive in nature that they prevented union elections from being held.

In that case, he noted, the justices agreed with a lower appellate court about "the possibility of imposing a bargaining

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Union welfare operation in Las Vegas includes a food bank that distributes thousands of pounds of necessities per week and a benefit claims office.

Las Vegas union welfare network issues tons of aid—by the numbers

Las Vegas, Nev.—This city lives on numbers.

And the strike by thousands of culinary workers, maids, janitors, bartenders, musicians and stagehands—now in its 56th day, a record number in itself—has been true to style.

For instance, take some numbers on how the unions came to the aid of their members: 160,000 pounds of staples for a food bank for strikers; 15,000 sandwiches a day for pickets; 3,000 union members turning up in one week at one location seeking help on their financial problems; 1,500 individual problems with landlords needing attention; 3,000 pounds of meat per day for a strike kitchen; countless tons of paper for all uses, including communications; thousands of gallons of coffee; and money—well, the final readings aren't in yet.

Not to upstage the massive logistical challenge presented by preparation for what threatened to be, and obviously turned out to be, the Las Vegas hotel-casino strike, answering the logistical demands of conducting the strike itself proved a monumental task.

Hundreds helped

It was performed in a totally effective and professional way, discounting an admitted wrinkle here and there by a cast of, literally, hundreds.

Those who put it together will be the first to tell you: "Like our picket lines, it was all done entirely by strikers."

Assigned by Hotel Employees & Restaurant Employees Organizing Director Vincent J. Sirabella to erect the network of strike-related welfare activities, Mort Miller structured a strike kitchen, member welfare office, food bank and child care center.

Virtually all of it was needed at once. With 17,000 members of HERE Culinary Workers Local 226 going on strike Apr. 2, and most on picket duty, the strike kitchen on Day One began producing army-size quantities of food and coffee.

The kitchen itself was under the immediate eyes of Local 226 business agents Manny Kantor and Joe Todaro. They oversaw a crew of 120, working six four-hour shifts a day.

Also "at once," the member welfare office opened its doors. Occupying a building adjacent to the sprawling Local 226 facility in Las Vegas, some 40 strikers began dealing "creditor help" cases—utility, bank, car, insurance payments-sort-of-thing.

Miller said creditors were asked that strikers who were persons of good risk character "should not be put to the wall on delinquent payments."

The welfare office also had a major job in providing food for striking families before the union food bank began operations. People got counseling on public and private agencies that could help and were referred for food stamps, welfare aid, and cut-rate lunches at schools for children.

Two MGM Grand hotel kitchen employees, Clarence Smith and Gerald Berry, manage the welfare office activity. With up to 3,000 cases a week to process, they worked from 8 a.m. to 8 p.m. on a seven-day schedule the first three weeks of the strike.

As the hotels-on-strike list thinned, workdays shortened. They now work only 10 hours a day, five days a week.

One highlight was the "crisis center," which handled extreme emergencies like those of Caesars Palace waiter Jim Turner, pinned under a car wheel on the picket line, and waitress Dianne Redding, hurt when a scab deliberately backed his car into her at the MGM Grand. Both Turner and Redding needed immediate welfare assistance on medical and other expenses

Community agencies

Miller also credited United Way for "invaluable assistance" in many cases.

AFL-CIO Community Services liaison representative Bill Hardy also threw his energy into the assistance program, soliciting support from a wide range of community voluntary agencies and training union volunteers to help other strikers handle problems.

Crews working the member welfare office spent two weeks prior to the strike boning up on how to counsel, and learning about available services and how to cool nervous creditors.

The union's food bank is spending about $40,000 a week providing such necessities as rice, potatoes, macaroni, canned foods, powdered milk, lard and flour. It all goes out in carefully weighed bags—10,000 of them the first three weeks of operation.

Funds contributed by HERE local unions from New England to Hawaii, through the international's Las Vegas Strike Relief Fund, have helped generate energy for the food bank.

Nearly $100,000 in contributions from other AFL-CIO unions was received through the federation's assistance fund set up by the Executive Council to channel aid to the Las Vegas strikers.

The food bank is housed in an old warehouse west of The Strip that was once a meatpacking plant.

It has an interesting crew of 45, headed by hotel maitre 'd Bernie Gonzales, assisted by cocktail waitress Freda Green and waiter Roger Mueller, all of the El Cortez in downtown Las Vegas.

Family aid

Finally, something had to be done about the "children of the Las Vegas strike," offspring of the working parents, many single-parent mothers, carrying picket signs in defense of job and home.

Loaned a couple of rooms and playground space by the Holy Family Day Care Center, a Catholic community services agency, waitress Sharon Gaston and about a dozen strikers moved in to provide morning and afternoon care for some 40 youngsters a day.

Play was supervised, and there were classroom activities for the pre-school-age children at home, if requested.

Americans are fond of the adage: "Those who work together, stay together." The Las Vegas hotel workers' strike is "Exhibit 'A'."

New agreements add to pressure on hotel holdouts

Continued from Page 1

about 50 state and local union officials, tour picket lines and appear at a star-studded show headlined by singer Wayne Newton to benefit striking union members and their families.

Kirkland's visit would "emphasize once more the commitment of American labor to the Las Vegas struggle by thousands of workers forced to defend their rights and security against unmitigated corporate greed," Evans said.

Also, HERE Organizing Director Vincent J. Sirabella announced that a national television, radio and newspaper ad campaign keyed to Las Vegas's principal markets will be launched at an initial cost of $500,000.

Sirabella said HERE's media campaign would zero in on "the poor losers in the Las Vegas gambling community who have refused to accept the reasonable settlement other hotels have accepted, and who continue their effort to break the city's labor movement—an effort the other hotels since have abandoned."

Sirabella said the Hyatt hotel chain, with 79 facilities in the United States and Canada, had been added to the union's leafletting campaign against hotel chains with interests in Los Angeles, where picketing is also underway.

The union also put up informational picket lines at MGM studios, which are corporately linked to MGM Grand, at major bus terminals, Los Angeles International Airport and Union railroad station.

Postal Workers arbitration wins promotions, back pay

The Postal Workers won a major arbitration victory on job classifications that will mean promotions for thousands of postal employees along with substantial back pay settlements.

Arbitrator Richard Mittenthal held that the U.S. Postal Service violated provisions of its national agreement with the APWU by unilaterally creating a classification of "Mail Distributor" at a lower salary grade than the existing "Distribution Clerk" position. Duties in both classifications are almost identical.

The arbitrator ordered the Postal Service to upgrade all workers classified as mail distributors now at Level 4 salary to distribution clerks at salary Level 5. And USPS must reimburse the workers for lost earnings because of the difference in the pay levels. The arbitration is binding.

APWU President Moe Biller called the award "our biggest union victory under the collective bargaining procedure," and he stressed that the decision is especially welcome because it comes "in the midst of our new and more difficult battle—the battle for a fair and decent contract."

APWU, the Letter Carriers and Mail Handlers began negotiations with USPS for new agreements last month.

The union estimated that, based on USPS figures, as many as 57,000 workers could benefit from the decision. The differences in salaries could total as much as $44 million annually.

The APWU filed the grievance in 1982 after the USPS announced it was creating the mail distributor position.

The union charged that establishment of the position was unfair, that the Postal Service had a duty to bargain on the issue, and that the position was improperly classified since it required the same duties and responsibilities as the higher grade position.

Although the USPS prepared a job description for the new, lower-paid classification in 1979, it did not bargain on the issue in subsequent negotiations. Instead, the agency informed the APWU in June 1982 that it was putting the classification into effect.

The arbitrator's decision said USPS had a duty to bargain on the issue.

Electrical Workers awarded settlement by Sharp

Memphis, Tenn.—The Electrical Workers won reinstatement with a back pay award of nearly $250,000 for 27 members of Local 1561 employed by the Sharp Manufacturing Co. plant here.

Sharp signed an agreement with the National Labor Relations Board to settle a number of unfair labor practice charges that had been brought against the firm by the IBEW.

The charges stemmed from organizing efforts at the plant that included a representation election in May 1980 that was set aside by the NLRB after the company was found guilty of a number of unfair labor practice charges. The IBEW won a board-ordered second election held in February 1981, but Sharp stalled two years before agreeing to a first contract with the union.

The company is a division of the Japanese-owned Sharp Electronics Corp. The financial settlement covers wages, fringe benefits and medical expenses.

Panel asked to support youth employment bill, reject slash in wages

The AFL-CIO testified for jobs legislation to help teenagers from poor families stay in school and urged Congress to reject any form of a subminimum youth wage.

Associate Legislative Director Robert McGlotten said a youth employment bill introduced by Rep. Augustus F. Hawkins (D-Calif.) points in the direction the AFL-CIO favors. It proposes to use federal funds for after-school and summer jobs that would enable disadvantaged youngsters to complete high school and gain job skills.

Hawkins is chairman of the House Subcommittee on Employment Opportunities, which is holding hearings on the bill he has cosponsored with Sen. Edward M. Kennedy (D-Mass.).

The Reagan Administration has taken a radically different approach. It wants a two-tier minimum wage for five months of the year—May through September. During that time, employers could pay persons under the age of 30 a rate 85 cents an hour less than the regular minimum wage.

The Administration claims this would create so many new summer jobs that it would virtually eliminate teenage unemployment.

Hawkins and other critics of the Administration plan retort that the bulk of new job opportunities for teenagers would come by displacing older workers.

McGlotten, who was joined by AFL-CIO Economist Markley Roberts, noted that the present $3.35 an hour minimum wage has been so eroded by inflation that it amounts to a subminimum.

He and Roberts noted also that the wage-hour law already allows employers to hire students for after-school or summer jobs at a reduced "learner" wage, so long as no older workers are displaced. And employers are entitled to a big tax credit—amounting to 85 percent of wages—if they hire economically disadvantaged 16- and 17-year-olds for summer jobs.

Yet all of these inducements haven't created the jobs the Administration claims would be opened up by a subminimum youth wage, the AFL-CIO witnesses noted.

Wrong approach

McGlotten told the panel that the nation needs a full employment economy, and the evidence is conclusive that a subminimum wage "is the wrong way to approach the education, training and employment needs of young people."

In supporting the overall thrust of the Hawkins-Kennedy bill, McGlotten noted the success of a comparable demonstration program conducted by the AFL-CIO Human Resources Development Institute, which helped more than 600 disadvantaged young people in 1979-81.

It offered a combination of summer and in-school services to help young persons set job goals and get the education and training they needed, McGlotten testified.

On the specifics of the legislation, McGlotten stressed the AFL-CIO's support for careful monitoring to assure that the programs aren't abused and that youngsters aren't used as a substitute for older workers who otherwise would be hired.

He urged that reimbursement to private employers participating in the program be limited to the costs of recruiting, counseling and training disadvantaged young workers. Direct wage subsidies, McGlotten said, should be limited to the public sector and non-profit employers which provide community services.

Testifying for a youth jobs program, Associate Legislative Director Robert McGlotten with Economist Markley Roberts.

Rep. Augustus F. Hawkins (D-Calif.) spells out the Congressional Black Caucus's opposition to the Reagan youth subminimum wage proposal.

Donovan blocked in scheme to lift ban on homework

The Reagan Administration lost another round in its attempt to clear the way for the return of the home sweatshop when U.S. Chief Justice Warren Burger refused to block reinstatement of the ban on industrial homework.

Burger refused a request—filed by the Justice Dept. on behalf of Labor Sec. Raymond Donovan—for a stay of a federal district court ruling ordering Donovan as of May 15 to put back in place the ban on homework in the knitted outerwear industry.

With the Chief Justice's refusal to grant an additional stay, the ban is now fully reinstated and industrial homework continues to be illegal in that industry.

Donovan's appeal was the latest move in a three-year legal tangle that has pitted the Ladies' Garment Workers, manufacturers and state labor law enforcement officials against the Reagan Administration in a fight to save the 40-year-old labor standard that protects workers against violations of wage and hour, health and safety and child labor laws.

Arbitrary action

The opening salvo was fired by Donovan in 1981 when he announced he was lifting the ban. The ILGWU immediately went to court to block the move, and after a series of legal actions, the U.S. Circuit Court of Appeals for the District of Columbia overturned the Administration's position last November. The court pointed out that the rule change had been done in an "arbitrary and capricious manner."

Donovan tried again in March, issuing an "emergency" suspension of the rule, but on a challenge from the ILGWU, the appeals court again found that the Administration had done nothing more than issue the same rule that the court had already firmly turned down.

The court sent the case back to federal district court with orders requiring the lower court to reinstate the ban. The district court stayed the reinstatement until May 15, and it was this action which Donovan tried unsuccessfully to get Chief Justice Burger to continue.

The Labor Dept. has already announced it would try for the third time to get the lifting of the ban past the appeals court where the case is again pending.

Convention shifted

The Theatrical Stage Employes will hold its 1984 convention in Bal Harbour, Fla., July 16-21 at the Sheraton Bal Harbour hotel instead of July 23-27 in Las Vegas, Nev. IATSE shifted the location because of concerns that the Las Vegas hotel strike would not be settled in time for the convention.

Reagan rebuffed in House as strong anti-bias bill gains

Continued from page 1

The bill the two committees approved is expected to be taken up at an early date by the House, and Senate hearings are under way on a companion measure. AFL-CIO President Lane Kirkland earlier committed the federation to "do all we can to assure passage."

As Congress prepared to break for a stretched-out Memorial Day holiday, the Senate again stalled on a bankruptcy bill that is seen as the vehicle to overcome the Supreme Court decision allowing companies filing for bankruptcy to unilaterally abrogate their union contracts.

A labor-supported amendment by Sen. Bob Packwood (R-Ore.) was pending to the bill, but its foes were unwilling to let it come to a vote.

In an earlier vote, Sen. Jesse Helms (R-N.C.) was squelched when he tried to use the bankruptcy bill as a vehicle for an anti-labor amendment that has been pushed by the National Right to Work Committee.

Helms proposed to bar the use of dues from any workers covered by a union shop agreement for any purpose at all related to political activity, including voter registration campaigns and communications with members.

The Senate killed the amendment by a 65-32 vote to table it.

In another development, the Senate voted unanimously to block the Social Security Administration from dropping people from the disability benefit rolls unless the medical condition that caused the disability has improved.

The legislation was prompted by public outcries over the purge of the disability lists the Social Security Administration began in 1981 under a congressionally mandated review requirement.

Thousands of disabled workers were cut off from benefits, but about two-thirds of those who appealed their removals had their benefits restored by independent administrative law judges.

The Senate bill is not as strong as the version the House approved, 410-1, in March. The Senate measure puts the burden on the recipient to show that the disability still exists, while the House bill compels the government to show that the medical condition has improved. Both versions, however, prevent removal from the benefit rolls before a final decision is reached.

A House-Senate conference will be needed to resolve differences.

The Senate's Republican majority finally agreed to the deficit reduction package that President Reagan and GOP leaders endorsed, but only after a four-week battle in which some moderate Republicans worked with Senate Democrats in various efforts to shape a more equitable formula. Again, the next step is up to a House-Senate conference committee.

Rise in prices, drop in orders signal slowdown

Consumer prices edged up and durable goods orders declined substantially in April to fill out a picture of a slowing overall economy.

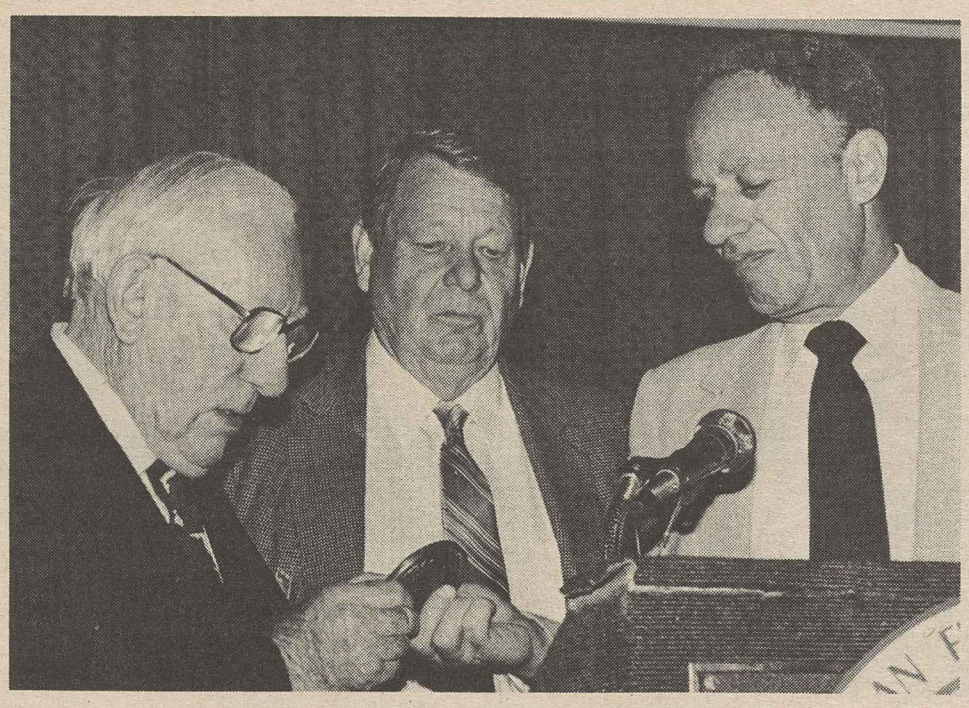
Earlier government reports showed unemployment hanging high at 7.8 percent for three months in a row, while banks and other lending institutions raised their key interest rates as the Federal Reserve Bank tightened credit.

Retail prices, as measured by the Bureau of Labor Statistics consumer price index for urban wage earners and clerical workers (CPI-W), rose two-tenths of 1 percent last month, mainly because of higher housing costs. By another index—the CPI for all urban consumers (CPI-U)—the March cost of living rose even more, five-tenths of 1 percent.

In a separate report, BLS said that workers' real weekly earnings rose 1.6 percent in April after declining in each of the two previous months. Over the year, they were up 3.3 percent. Expressed in constant, uninflated 1977 dollars, real weekly earnings of nonsupervisory workers on private, nonfarm payrolls averaged $176.30, compared to $173.58 in March and $170.64 a year earlier. Even with the April increase, real wages are below the 1979 level.

The two-tenths of 1-percent rise in the CPI-W compared with no change in March and a one-tenth of 1-percent increase in February.

The slower rise in the CPI-W was the result of a different method in accounting for homeownership costs. CPI-U uses a rental-equivalence approach while CPI-W is based on house prices, mortgage interest rates, property taxes, property insurance, and maintenance and repair costs.



Rep. Claude D. Pepper, left, accepts Murray-Green-Meany Award from AFL-CIO Vice President Alvin E. Heaps, and Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland.

Claude Pepper honored

Labor community role focus of conference

Bal Harbour, Fla.—"Labor's Special Interest" was the theme of the AFL-CIO National Conference on Community Services here which stressed the trade union movement's commitment to "working, serving and giving" to its members, their communities eand citizens.

Community Services Director Walter G. Davis observed in his keynote address to the 330 participants that labor's extensive service to people and their communities is "the best kept secret of the labor movement."

He announced that the department is beginning a year-long national survey of labor's community services resources and activities as a way to "get data on the extent to which trade unionists are serving the communities where they live and work."

Participants were welcomed by South Florida AFL-CIO President Edward T. Stephenson and Florida AFL-CIO President Daniel J. Miller.

Humanitarian award

A highlight of the week-long conference was an awards dinner held to present Rep. Claude D. Pepper (D-Fla.) with the federation's highest honor, the Murray-Green-Meany Award for humanitarian service. The award includes a medallion and a $5,000 grant.

The award was presented to Pepper by Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland, and Federation Vice President Alvin E. Heaps, chairman of the community services committee.

Pepper, a veteran of 36 years of service in the U.S. Senate and House, is a staunch supporter of social programs and an outspoken advocate of the needs of the elderly.

In presenting the award to the 83-year-old congressman, Young stressed that Pepper fully meets "the criteria defining the purposes of the Murray-Green-Meany Award. It symbolizes a lifetime of friendship to labor, and recognizes your outstanding contributions and services to the working men and women of America."

Pepper told the more than 700 guests at the dinner that he is proud of his long relationship with organized labor and its concerns, which today include deep concern over the policies and actions of the Reagan Administration.

The congressman charged that President Reagan has failed to keep his campaign promise that "every commitment made to the elderly by the government will be honored under my Administration." Pepper said Reagan's policies mark him as "the worst President we've ever had in the White House."

Coping with the disastrous effects of the Reagan Recession were key themes in presentations throughout the conference which was attended by national, state and local community service liaison and staff representatives, state and local central body officers, and Community Services Committee members.

Worse than bad

Director Bert Seidman of the Dept. of Occupational Safety, Health & Social Security gave the Administration an "F minus" for its record of damaging cuts in vital human service programs.

President Jacob Clayman of the National Council of Senior Citizens recalled Reagan's 1980 campaign promises "to do no harm to the elderly" that were immediately followed by a massive attack on social security programs.

Clayman warned that the Administration is already hinting that it would "revisit" social security in a second term.

In other sessions at the conference, AFL-CIO Organizing Director Alan Kistler, who is also president of the federation's Human Resources Development Institute, reviewed the areas of cooperation between HRDI and the community service staff, including critical aid to the unemployed. Kistler noted that HRDI focuses its work on the after-effects of mass layoffs while community services organizations provide direct and immediate services to jobless workers.

Key topics

Conference sessions also included discussions of successful labor community services programs in a number of cities, means for coping with the stress of unemployment, the labor movement and volunteer activities, techniques for participating in and improving the work of local community organization boards, and effective use of the media to tell labor's important community services story.

Participants attended a series of six workshops offering practical techniques for dealing with community issues such as the human problems associated with plant closings, veterans affairs, increasing volunteer participation in community agencies, methods for obtaining grants for local programs, and access to local media.

Reagan majority on board again takes employer side

Continued from Page 1

order, without need of inquiry into majority status on the basis of cards or otherwise."

If the NLRB does not exercise its power to correct "exceptional" employer abuses, Zimmerman said, it fails in its obligation to "preserve employee rights to self-organization and free choice of a collective bargaining representative."

Two cases involving non-majority bargaining orders have been considered by appeals courts in recent years. The 3rd U.S. Circuit in 1980 upheld such an order against the United Dairy Farmers Cooperative Association.

In a 1982 decision involving Conair Corp., a New Jersey manufacturer of haircare appliances and products, the District of Columbia Circuit Court struck down an NLRB bargaining order.

The AFL-CIO "will continue to do all in its power to make the NLRB an instrument of labor law, not a tool of employers," the federation said.

Rights jeopardized

"American workers have a tremendous stake in fair administration of federal labor law. The Reagan Administration has jeopardized that basic right with its NLRB appointments and is trying to make matters worse by nominating an unqualified candidate, Rosemary Collyer, as the board's general counsel."

Stephen Schlossberg, a lawyer who represents the Auto Workers in Washington, said the NLRB's latest anti-labor decision was "one more nail in the coffin" and pointed to a string of recent reversals unions have suffered at the hands of the Reagan board.

In its opinion on Gourmet Foods, the board acknowledged that it and the courts have used different standards for proof of majority status, but added it could not "dispense entirely with reliable proof of some sort that a majority of employees in a unit, at some relevant time, in some recognized form, asserted their choice and selected and designated a union as their representative."

Industrial policy legislation gains new endorsement

The labor-supported industrial competitiveness bill moved a step closer to the House floor, and the AFL-CIO pressed for a vote at the earliest opportunity.

A continued erosion of the nation's industrial base has left the economy weaker and unemployment higher at the end of each recent recession cycle than at the start, Oswald noted.

The legislation, sponsored by Rep. John J. LaFalce (D-N.Y.), had previously been approved by the House Banking Committee. The new endorsement came from the Energy & Commerce Committee, which had overlapping jurisdiction over a part of the legislation.

Joint effort

In testimony before the committee acted, AFL-CIO Research Director Rudy Oswald and Industrial Union Dept. President Howard D. Samuel urged the importance of a cooperative effort by labor, industry and government to channel public and private resources to address the nation's economic problems.

While the more controversial section of the bill — calling for establishment of a bank to help fund economic development — was not before the Commerce Committee, Oswald nevertheless emphasized its importance.

Such a financing mechanism would be essential to help provide the capital needed for new, developing industries and for modernizing older industries, Oswald said. The bank's role would stimulate further investments from the private sector, he contended.

Samuel's testimony for the IUD warned that the "high tech" industry "offers no hiding place for the U.S. economy" and more than half the domestic market in new products the United States has developed has been captured by imports.

Nominee for NLRB counsel opposed

Continued from Page 1

filling the post of general counsel is especially important, Kennedy stressed.

Donahue cited the AFL-CIO's comparison of NLRB decisions during the period in which the Reagan appointees have been a majority, under NLRB Chairman Donald Dotson, with the rulings of the board majority during the Carter Administration, under Chairman John Fanning, and the Ford Administration under Betty Murphy.

The survey showed the Dotson board ruling for employers and against unions substantially more than either of the two preceding boards, Donahue testified.

In its decisions, including the reversal of previous policies, "the Dotson board has consistently shown a mean-spirited hostility toward the needs and aspirations of employees," Donahue charged.

To back up labor's concern that Collyer would reflect a similar approach if she were to become the NLRB's general counsel, Donahue cited her record on the Mine Safety Commission.

Whenever the commission was divided, he said, Collyer voted for the employer position.

"Collyer has been for restricting the coverage of the Mine Safety Act, for reducing penalties against companies found to have violated safety standards, for narrowly interpreting and applying mandatory safety and health standards designed to protect workers from injury," he said.

She also has been "for restricting the involvement of workers and their authorized representatives in the administration of the Mine Safety Act," Donahue added. Her only dissenting opinion, he noted, was in protest against a finding by the commission majority that an employer had violated a safety standard.

Donahue reminded the Republican-controlled Senate committee of the long tradition of "some semblance of balance" in the membership of the NLRB and the appointment of the general counsel.

The present Administration is clearly out to destroy such a balance, he warned.

"The time has come to call a halt to the continuing erosion of employee rights, and rejection of the Collyer nomination is the place to start, Donahue urged.

El Salvador acquits killing suspect

The acquittal of another suspect in the 1981 slayings of two American labor representatives in El Salvador was met with "shock and dismay" by the AFL-CIO.

Referring to the May 17 release of Lt. Rodolfo Lopez Sibrian by the Fifth Penal Court in San Salvador, Executive Director William C. Doherty, Jr., of the federation's American Institute for Free Labor Development said it was another example of the corruption of the country's legal system.

"Nevertheless, we remain committed to the pursuit of justice in the appeals courts," he said, stressing that Lopez Sibrian's release by the court "does not end the case."

Doherty said that an appeal already has been filed by El Salvador's attorney general, and a response is expected shortly. If the appeal proves fruitless, another can be made to a higher court and, finally, to the nation's supreme court.

In late March, another Army officer, Capt. Eduardo A. Avila, was released from jail where he had been held for questioning in the 1981 deaths of AIFLD staff members Michael Hammer and Mark Pearlman. Killed with them was Jose Rodolfo Viera, director of the Salvadoran Institute for Agrarian Reform, whom they were assisting in the country's land redistribution program.

Two Salvadoran National Guardsmen have confessed to carrying out the killings on orders from Sibrian.

They said Avila and Sibrian gave them guns to use in the killings. Under Salva-

Job study warns of loss of manufacturing base

The deindustrialization of America, with the transformation of the economy from a high-wage manufacturing base to one founded on lower-wage service industries, spells trouble for some time to come, a study of the nation's growing structural unemployment finds.

Laid-off workers and new entrants into the labor force are finding it harder and harder to land permanent jobs with middle-income pay.

There is a continuing long-term trend of little or no growth in manufacturing and substantial expansion in less permanent jobs in the service-related sector that pay less, the report observed.

Low-wage growth

Written by Economists Barry Bluestone of Boston College and Bennett Harrison of the Massachusetts Institute of Technology, the study cites Labor Dept. figures showing that industries that grew fastest in the 1970s and are projected to grow the most for the rest of the century are generally those in which the average wage in 1980 was below $12,500.

Most of these jobs are in service industries, including restaurants, hotels and medical care.

The industries that grew least in the 1970s and expect continued slow growth are generally those that in 1980 paid average wages above $22,000, the study noted. Almost all of these jobs are in manufacturing.

The hardest-hit manufacturing industries, among the 15 examined in the report, are motor vehicles, household appliances, apparel, footwear, electrical distribution equipment, radio and television receivers, textiles, and tires and tubes.

The study, "Storm Clouds on the Horibon: Labor Market Crisis and Industrial Policy," is in sharp contrast to the views of certain economists who have argued that deindustrialization is a myth.

"Any cursory analysis of the steel, automobile, textile, apparel or footwear industries, or simply a visit to Detroit, Buffalo, Youngstown or Akron, would leave little doubt that capital investment has been insufficient to maintain basic industry or to mitigate the virtual abandonment of entire communities," Bluestone and Harrison observe.

"Rising long-term unemployment, increasing underemployment, the proliferation of lower-wage jobs and an increasingly unequal distribution of the burdens of these changes among our population are storm clouds on the horizon. . . .

"The industrial policy debate is, in our opinion, one of the most important issues with which Americans will have to contend in the foreseeable future."

The report said the government should take a leadership role in helping the unemployed gain jobs.

Structural unemployment has mounted steadily since the early 1970s, Bluestone and Harrison noted. Structural unemployment occurs when potential workers do not have skills to match available jobs, lack basic literacy, motivation or technical skills, or are in a geographic area where appropriate jobs do not exist.

Job-loss causes

Structural job losses have resulted through rapid labor-displacing productivity improvement, the incursion of imports, plant shutdowns and the practice of many American companies of having parts of products manufactured outside the United States, the study observed.

Other highlights from the job study report:

● Structural unemployment has left a larger proportion of the work force unemployed after each recession, increasing the duration of joblessness, and reducing the odds of any unemployed jobseeker finding a job vacancy.

● The most dramatic and socially disruptive form of unemployment is job loss resulting from an actual closure of a plant. Over the most recent period for which such data exist, the 1978-82 period, an average of 900,000 jobs were lost every year to shutdowns in manufacturing companies with 100 or more employees. And while the labor force increased by almost 8 million, the net increase in new manufacturing jobs was only 77,000.

● Minorities and women suffered disproportionately from structural job losses in manufacturing industries.

The report concludes that what the nation needs are structural industrial policies to upgrade the nation's basic industries, and a productivity-enhancement program for the lowest-wage sectors that are expanding the fastest.

"Education, training and retraining programs will help smooth the industrial transformation for some, but without demand-side programs to restructure industries and jobs, all the human capital in the world cannot prevent the erosion of living standards if the economy is proliferating lower-wage jobs," it said.

Federal compensation law asked for job-linked disease

The AFL-CIO renewed its call for a comprehensive federal program on occupational disease to "compensate workers and their families for death or disability resulting from work-related exposure to dangerous substances."

Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland, stressed in testimony to the Senate Labor subcommittee that "the moral and ethical issues raised by occupational diseases are so serious that common sense tells all of us it is time to resolve this problem."

Young said state workers' compensation systems are not designed to deal with occupational disease, as most victims of disease are forced to sue before receiving compensation.

What is needed, Young said, is a federal program that is "comprehensive in scope, covering known occupational health hazards and providing coverage through administrative action for additional hazards as they become known."

Young's testimony included statements from President Howard D. Samuel of the Industrial Union Dept. and President Robert A. Georgine of the Building & Construction Trades Dept.

Young stressed that a part of the federal response to occupational disease should be "companion legislative measures to identify, notify and diagnose workers who are at high risk of an occupational health hazard." The National Institute of Occupational Safety & Health should be authorized to carry out medical research to isolate occupational diseases and to assist workers at risk.

He also called for legislative action to correct the "injustice of denying compensation to workers for job-related injury and disease on the grounds of 'alleged' bankruptcy."

Samuel said statistical estimates of significant "excess risk of death or disease" in specific worker populations can easily be determined.

He suggested compensation be available to workers in exposed groups whose risk of getting a specific disease from exposure to a hazardous chemical or substance exceeds the risk of the general population by 30 percent.

Trigger level

The 30-percent "benchmark" would be a "trigger" level at which compensation would be paid for workers contracting such a disease.

Georgine detailed the hazards faced by construction workers, especially from asbestos. He pointed out that researchers at the Mt. Sinai School of Medicine have estimated that 7.5 million construction workers are at some degree of risk in developing an asbestos-related disease.

He stressed that funding of a compensation program, especially for the construction industry, should not be based on the last employer method. Rather, he urged placing the "burden of payment on the manufacturers of the toxic substances. And he insisted that the "American public" should not have to pay for the workplace disability caused by exposure to toxic substances.

Pension equity bill passed by House in unanimous vote

The House approved unanimously a pension equity bill that contains a number of features the AFL-CIO has supported in congressional testimony. It is a part of the economic equity package that women members of Congress have proposed. A similar bill passed the Senate last year.

Under the House-passed version, employees can begin participating in and gaining vesting rights in private pension plans at an earlier age than the law now requires.

It also provides greater pension retention rights for workers who interrupt their careers, particularly for maternity leave. It automatically provides survivor benefits if a vested employee dies before retirement age—unless both spouses have given written notice otherwise. And it allows a divorced spouse to receive a portion of his or her former spouse's pension benefits if a court order so specifies.

Under current law, employees who are not yet 25 years old and do not have one year of service may be excluded from participating in a private pension plan. The new bill reduces the maximum age at which workers may be excluded from participation to age 21, but retains the one-year service requirement.

The bill also requires employers to take into account all service from the time the worker turned age 18—rather than 22, as under current law — in computing the length of service that is required for vesting.

Once employees are vested they have a right to all pension benefits accrued during their years of pension plan participation. Vested employees may leave a job and still retain the rights to their pension benefits.

Pennsylvania AFL-CIO President Julius Uehlein answers reporters' questions about worker deaths at Rohm & Haas.

Firm's attack on disclosure linked to chemical deaths

Harrisburg, Pa. — The Pennsylvania AFL-CIO has accused a large Philadelphia chemical manufacturer that is leading the fight against a strong state "right-to-know" law of conflict of interest, charging that a number of its workers have died from exposure to toxic substances.

The state federation asked the Pennsylvania attorney general and the district attorney of Philadelphia for a "thorough investigation and any other action they deem appropriate" against the Rohm & Haas Co. It cited a possible link between the deaths of workers and the company's failure to provide adequate information about chemical hazards and a safe working environment.

State Federation President Julius Uehlein, at a press conference, unveiled internal company memoranda indicating that Rohm & Haas failed to properly alert its workers about the hazards of bis-chloromethyl ether (BCME), one of the most toxic of cancer-causing chemicals, that the firm has produced since 1948.

Needless deaths

Uehlein said passage of the legislation "is the most important step we can take immediately to control these unnecessary deaths. The right of workers to know what they are working with is a fundamental human right."

Rohm & Haas "is the driving force behind the opposition" to a strong law, as it supports the so-called "compromise amendments" that would eliminate the real protections and safeguards, Uehlein said.

He said that because Rohm & Haas has taken such an active role in trying to weaken the measure, "we felt we had an obligation to examine Rohm & Haas's credentials on workers and community health and safety."

The State AFL-CIO gave reporters a copy of a company memo from 1965 which showed that production of the chemical chloromethyl methyl ether (CME), which contains some of the highly toxic BCME "on very short exposure can cause systemic injury including death." Despite this, it was 1974 before the company acknowledged a link between BCME and human cancer.

Content listing

The labor-backed legislation requires manufacturers to list all chemicals in a product on the container, while the compromise amendments mirror the weaker federal "hazard communication" standard. They cover only hazardous substances and requires employers to provide chemical information on request.

At the press conference with Uehlein was George Marunich, 33, who worked 13 years at chemical plants in Philadelphia. He suffered a paralysis in his legs from damage to his central nervous system caused by exposure to fumes from chemicals he mixed.

Mary Schneider of Allentown, Pa., told reporters, "It is our right to know what is dangerous in the workplace and in our communities. It is as fundamental as our freedom of speech, press and religion."

She is suing Rohm & Haas for the 1980 cancer-related deaths of her father and mother. Her father worked at a Rohm & Haas plant for 20 years.

Service Employees President John J. Sweeney addresses convention delegates. Sec.-Treas. Richard W. Cordtz is at left.

Service Employees approve funds for organizing drive

Dearborn, Mich.—Delegates to the Service Employees convention voted to increase minimum dues and per capita tax to fund a major organizing effort and expand the union's services to members.

The three-step increase in per capita payments to the international begins with a 40-cent increment July 1, 40 cents on July 1, 1985, and 45 cents on July 1, 1986. Current per capita is $2.55 per month, and the increases will bring it to $3.80.

The SEIU's $8 minimum monthly dues will be raised in three steps of $1 each over the next three years beginning July 1.

SEIU President John J. Sweeney told the convention that the additional revenue would finance "the largest and most aggressive organizing drive in recent labor history."

In a speech to delegates, AFL-CIO Sec.-Treas. Thomas R. Donahue praised the union for adopting its aggressive organizing and servicing program, and stressed that the labor movement is facing "enormous" challenges that include "changing and improving a nation—changing and improving its trade union movement to make it a more vibrant force in that nation."

Building better world

"We are attempting," Donahue said, "to construct a democratic society in which all of the institutions of that society serve the needs of people—a society in which education, opportunity, housing and health care are available to all; in which fairness and decency are the concerns of all."

Democratic presidential candidate Walter F. Mondale told the delegates that SEIU Local 113 in Minneapolis was among his first clients when he began to practice law. Through his work with the union, he said, "I learned in my heart what I knew in my head: how vitally important unions are to justice in America."

Unions support the cause of justice wholeheartedly "for all working people, whether they are union members of not," Mondale stressed.

Among key resolutions adopted by the convention was a call for a national industrial policy to preserve the nation's manufacturing base and for "investment in human capital" through improved education and training for workers and health care for all Americans.

The delegates also endorsed pay equity for working women, protection of the rights of health care workers in hospitals, health facilities and clinical environments including procedures to guard the health of employees who come in contact with dangerous infectious diseases such as sickle cell anemia and AIDS.

Officers re-elected

Sweeney and Sec.-Treas. Richard W. Cordtz were re-elected by acclamation to their second four-year terms.

Three new vice presidents—Ophelia McFadden of Los Angeles, Gus Bevona of New York and Ken Lyons of Boston—were elected along with nine incumbents. Delegates also elected seven new executive board members and re-elected 28 incumbents.

An award was presented to Dr. Arthur S. Flemming, former Secretary of Health, Education & Welfare, citing his concern for the needs of nursing home patients and nursing home workers.

Other speakers at the convention were Michigan Gov. James Blanchard (D), Illinois Gov. James Thompson (R), New Mexico Gov. Toney Anaya (D), Sen. Donald Riegle (D-Mich.), Benjamin Hooks, executive director of the NAACP; AFL-CIO Vice President Joyce Miller, Donald Montgomery, secretary-treasurer of the Canadian Labor Congress, and Michigan AFL-CIO President Sam Fishman.

OSHA-approved 'experiment'

Textile firm allowed to violate standards

By Arlee C. Green

An Occupational Safety & Health Administration official helped get a variance allowing 10 Dan River, Inc. textile mills to exceed federal cotton dust exposure limits as part of a controversial experiment on how workers contract brown lung disease.

The United Textile Workers and the Clothing & Textile Workers are strongly opposed to the experiment in Danville, Va. The Virginia AFL-CIO charged that the study would turn workers into guinea pigs.

Dr. Leonard Vance, OSHA's director of health standards, drafted the letter that former OSHA Administrator Thorne B. Auchter sent to the Virginia Dept. of Labor urging the variance for Dan River plants which failed to comply with the cotton dust standard.

Vance was formerly a Virginia assistant attorney general when J. Marshall Coleman was the state's attorney general. Coleman represented Dan River in its efforts to obtain variance, which Virginia granted on May 4.

Auchter's letter to Eva S. Teigs, commissioner of the Virginia Dept. of Labor, said that Vance had reviewed the proposal and that "Virginia's encouragement of such studies would appear to be in the best interests of OSHA and the health of textile workers."

Funding efforts

The letter, as drafted by Vance, said Dan River was worthy of a variance as its study "addresses a fundamental question in the field of cotton dust disease and has the potential for making a significant contribution in that area." It said OSHA was working with the National Institute of Occupational Safety & Health to facilitate its funding of the $414,314 study.

Rep. David R. Obey (D-Wis.), who uncovered the Vance-Coleman connection, noted that the proposal was also reviewed by Susan Harwood of OSHA's Office of Health Standards. Her written review expressed concern "about approval for human experimentation" and added, "I question the value of the results of this research particularly since it is not clear how the experiment will be carried out."

Intriguing connection

Obey said, "I find it intriguing that Dr. Vance appears to have countervened the only written review of the proposal and then to have personally written the agency's recommendation to the State of Virginia, given his previous work as an assistant attorney general . . . where his boss was Marshall Coleman, the individual who is now representing Dan River."

The study will test the theory that bacteria found in textile dust—thermophilic actinomycetes—are the cause of byssinosis, or brown lung. To do so, cotton dust levels must remain high and the 633 workers in the areas to be tested will be required to wear respirators.

Six years ago, OSHA adopted a cotton dust standard and this past Mar. 27 was the deadline for compliance with its air quality standards. Most textile mills complied by installing needed engineering controls. Dan River could save $7.5 million by not doing so.

ACTWU President Murray H. Finley charged in a letter to Patrick Tyson, OSHA's acting administrator, that the agency's action "in this situation is reprehensible and must be reversed." He insisted that "the textile workers of Danville, Va., receive the same protection as workers throughout the nation. It is simply unconscionable to allow hundreds of cotton mill workers to continue to face a high risk of developing brown lung disease."

Escape hatch

Finley charged that Dan River's variance request is a "convenient excuse to defy the intent" of the job safety law, and to delay expenditures for workplace ventilation equipment. He said that respirators are inadequate substitues for clean air.

UTWU President Francis Schaufenbil said "we are opposed to any variance of OSHA standards for Dan River mills."

Virginia AFL-CIO Research Director Virginia R. Diamond protested the state's action. "We feel very strongly that this is a terrible precedent. One of the more ironic things is that unlike in North Carolina and South Carolina, here in Virginia workers are not compensated under workers' comp for brown lung.

"The Dan River firm has consistently held that brown lung doesn't exist. Now they have decided to study something they say doesn't exist. It's clear to us it's just a ploy to avoid installing engineering controls," she said.

Free-trade area for Israel termed bad for U.S. labor

The Administration's proposal to establish a free-trade area with Israel is not in the best interests of the United States, and would only further weaken the economy by increasing imports from that country, the AFL-CIO warned.

In testimony before the House Ways & Means subcommittee on trade, Legislative Rep. Stephen Koplan expressed the AFL-CIO's strong opposition to a measure which would give the President authority to eliminate U.S. restrictions and tariffs on products imported from Israel.

Israel already enjoys privileged access to the U.S. market through its participation in the Generalized System of Preferences (GSP) program, he observed. Setting up a free-trade area would wipe out the protection import-sensitive industries now have under GSP, he added.

"In fact, it is our understanding that this is one of the principal reasons the Israeli government is seeking such an agreement," he said. "They are apparently concerned that the preferential access granted them is too limited and inhibits their exports to the United States."

Affected industries

Industries that might be affected by the elimination of duties include sophisticated medical equipment, engine and aircraft parts, jewelry, glass, varous types of machinery and electrical equipment, textiles and apparel, and footwear leather products. Many of these industries have already been recognized by Congress as "import-sensitive" and are experiencing high levels of unemployment.

Labor's opposition to the proposed agreement in no way suggests a lessening of its commitment to Israel, Kaplan stressed. The AFL-CIO historically has been one of the most vocal supporters of Israel in the United States, he noted.

Studies Center calendar for June, July

The George Meany Center will offer five labor studies institutes during June and July:

Occupational Safety & Health, June 10-15 — A program that coaches participants in recognizing on-the-job hazards, occupational diseases, OSHA standards, workers' rights under OSHA and on health and safety issues under union agreements.

Computers for Local Unions, June 24-28 — A survey course for unions thinking of buying computers or upgrading present systems.

Advanced Editing Skills, July 15-20 — A workshop for experienced union editors focusing on layout and makeup, picture editing and headline writing, cosponsored by the International Labor Communications Association.

Organizing Techniques I, July 22-27 — A program for full-time union organizers covering the mechanics of an organizing campaign.

Advanced Grievance Arbitration, June 17-22 — An institute at the University of Colorado, Boulder, focusing on examination and cross-examination of witnesses and the preparation of briefs.

The Labor Heritage Foundation will sponsor a **Labor Songs** seminar June 3-5 for union troubadours.

Candidates for bachelor degrees in labor studies enrolled in the center's college degree program will be on campus July 29 to Aug. 3 for their semi-annual week-in-residence.

AFL-CIO affiliates using the center campus for their own leadership training programs in June are: Railway & Airline Clerks, June 3-8, 10-13 and 17-21; National Hospital Union, June 5-8; Hotel Employees & Restaurant Employees, June 10-15; Human Resources Development Institute, June 11-15; Teachers, June 17-22; Flight Attendants, June 17-22 and 25-28; and Musicians, June 18-22 and 24-29.

The American Institute for Free Labor Development will conduct classes for Bermudian trade unionists June 3-9 and for Spanish-speaking trade unionists from 16 Latin American countries, June 17 to July 20.

More information on these and other labor studies is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903, or telephone 301/431-6400.

EDITORIALS

Advise and Consent

THE SENATE has a constitutional responsibility to pass on the merits of presidential appointments, and there is no way to avoid it. That duty of careful scrutiny applies to the nomination of a general counsel of the National Labor Relations Board as it does to the appointment of a Secretary of State or a member of the Supreme Court.

Clearly, the Senate should not refuse to confirm a presidential nominee for a frivolous cause or for strictly partisan reasons.

Senators must have good cause to refuse their "advice and consent" to a nomination. But that cause does not have to be what Washington jargon has dubbed "a smoking pistol" of lawbreaking, dishonesty or serious misconduct.

There is good cause for the Senate to refuse to confirm Rosemary Collyer as NLRB general counsel, and the AFL-CIO has made its case before the committee considering her nomination.

Under the most generous interpretation, the known qualifications of the nominee do not come close to measuring up to the demands of the job. That alone should be grounds for the Senate to refuse its consent to her appointment.

Collyer's already weak list of qualifications became still weaker with the disclosure at Senate hearings that she had apparently padded her experience with labor law cases. The law firm for which she worked could identify only nine cases before the NLRB in which Collyer participated, and only one in which she had the chief responsibility.

That was far from the dozens of such cases she had claimed to have handled.

PUT BLUNTLY, the NLRB has lost the confidence of American workers and their unions in the interpretation of federal labor law—thanks to the presidential appointments already made and confirmed.

If the prosecution of unfair labor practices, the provisions for representation elections and the machinery to enforce the National Labor Relations Act is put under the same management, the loss of confidence will be complete.

But there are other standards the Senate should insist on in presidential appointments to an agency as sensitive as the National Labor Relations Board. And a management partisan armed with years of experience in fighting unions should be no more acceptable to the Senate than Collyer.

The administration of federal labor law should be impartial and perceived as fair by advocates on both sides of the bargaining table.

There have been some exceptions. But never in half a century has the balance been so badly tilted.

It's time to set it right, not make it worse.

The Class of '84

THIS IS the season for high school and college graduations, a proud and happy time for many thousands of union families. Those are our sons and daughters out there, the caps, gowns and T-shirts.

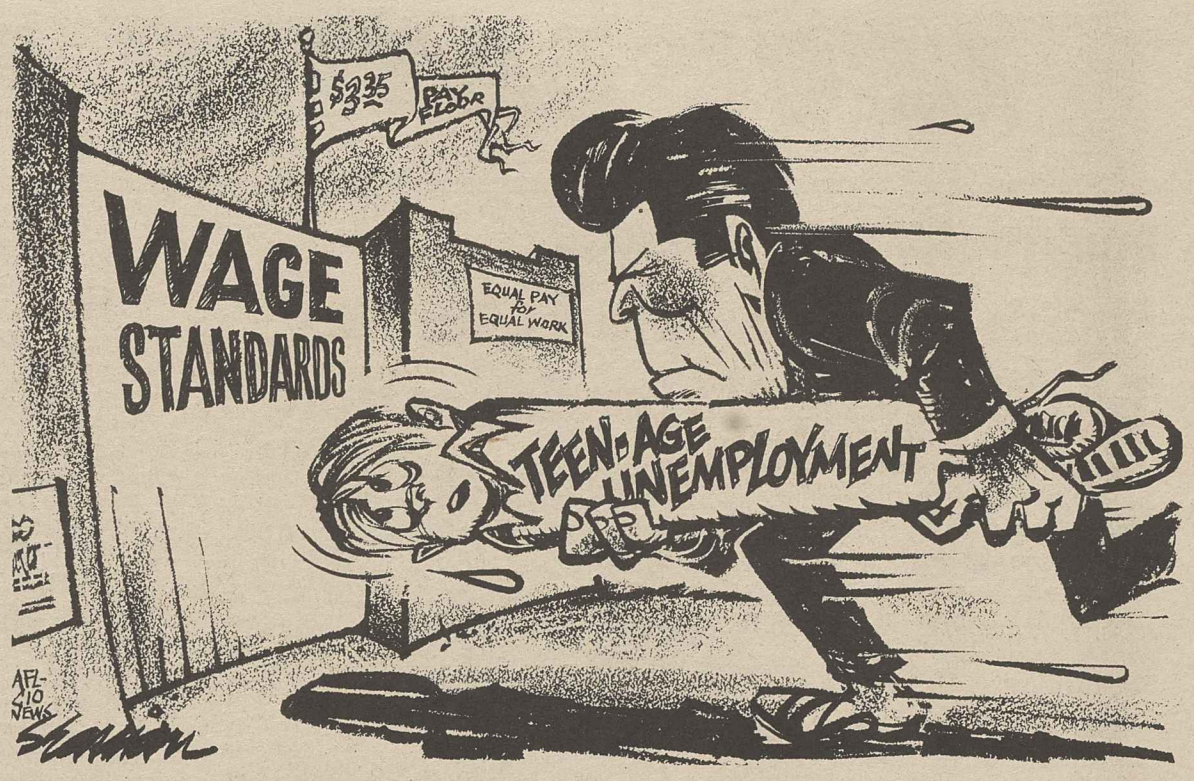
We wish them well.

We wish there were a job with decent pay and a fair chance of advancement awaiting each member of the Class of 1984. Unfortunately, there is not. The worst of the recession may be over, but there still aren't the jobs or the prospect of jobs that America needs for a full employment prosperity.

So it will be a struggle, and the climb will not always be unbroken. For many there will be shifts of direction along the way.

It is a better world, however, because their mothers, fathers and grandparents built strong unions and used them to build a better life, a safer and healthier workplace.

With a bit of luck, our kids will take us all a step further.



Washington Window

Lumber workers resolved on winning bitter strike

By Press Associates, Inc.

"When we went out on strike on June 24, if somebody had told me that we would still be out on Thanksgiving, I would have said, 'No way,' " Hal Harris, a lumber mill worker from Tacoma, Wash., recalled.

But now, as the first anniversary nears, Harris is still out on strike along with some 1,500 other employees of Louisiana-Pacific Corp., the second largest lumber products company in the nation.

"More than anything else, it's been a lesson in survival and in union solidarity," said Harris, a stud mill worker and member of the Carpenters' Lumber Production & Industrial Workers.

Harris flew to Carpenters headquarters in Washington on May 13 with some 40 fellow L-P strikers on their way to confront the elusive top officials of the Oregon-based company at its annual shareholders meeting. L-P held the meeting in Rocky Mount, N.C., an open shop state far from the bitter strike in the Pacific Northwest.

Before boarding buses for the "Reckoning at Rocky Mount," the mill workers heard Carpenters President Patrick Campbell share his view of the 10½-month-old strike. "It doesn't look like just a regular strike in a regular bargaining year, but more like a conspiracy hatched in someone's kitchen," he said.

Union-busting pattern

Campbell explained that the L-P dispute fits into a pattern of union-busting by greedy and unscrupulous employers in the recent years of recession and high unemployment.

An example he cited was the Arizona copper workers who struck Phelps Dodge Corp. last July after the company rejected the wage freeze agreement reached with other copper producers. The mines have been run by non-union labor since August, when the state police and National Guard were brought in to escort strikebreakers.

Another recent example of calculated union-busting occurred in Las Vegas, Nev., where hotel-casino workers were forced to strike by employers who spurned a four-year contract signed earlier by other hotel owners.

Employers increasingly have been abusing the bankruptcy laws to get out of their union contracts. Last September, for example, a financially solvent Continental Airlines filed for bankruptcy and two days later resumed operations as a non-union company.

Reagan aid

The employer assault on unions has been encouraged by the anti-labor tilt of the Reagan Administration. President Reagan set the tone by firing the striking air traffic controllers and refusing to rehire them even after the strike was defeated and PATCO was dissolved. Reagan's stacking of the National Labor Relations Board with pro-management lawyers is just one example of his aid to the open shop offensive.

To save their union and their jobs, the L-P strikers traveled to Rocky Mount as part of a corporate campaign to get L-P to give up its acknowledged plan to go non-union.

Armed with the proxies of nearly 2 million shareholder votes, the strikers told L-P President Harry A. Merlo that the strike already has cost the company far more than the cost of the modest settlement proposed by the union. L-P provoked the strike by rejecting an agreement signed by the industry bargaining group and by making demands for big wage cuts for new hires.

Striker Dave Bigby said it became clear that L-P was out to break the union, and "there could be no relenting and no turning back."

"L-P grossly underestimated our staying power," Bigby said. The strikers have remained firm even though "members of my local have lost their homes and their cars. Families have broken up because of the anxiety" of the added hardship.

"No one realized it would go on this long and the trauma it would cause," Bigby said. "I don't know what it will take, but all of us are willing to give whatever is necessary."

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LEGISLATIVE ALERT!

Bankruptcy Vote Delayed

Helms Defeat Allows Unions To Continue Voter Education

Legislation to prevent corporations from abusing bankruptcy law in order to break their union contracts reached the Senate floor, but a few conservatives held it up with threats of filibusters and other maneuvers. Most Senators support the AFL-CIO-backed Packwood-DeConcini amendment on corporate bankruptcy, but the Senate has not yet voted on it because of the obstructionist few.

The AFL-CIO-endorsed language would overrule the Supreme Court's recent Bildisco decision and allow corporations to break their union contracts only if it were the only way to stay afloat. It would require employers to negotiate with workers to achieve a workable reorganization plan. And a bankruptcy judge--not the employer--would decide when breaking of contracts is necessary.

Congress has voted to make bankruptcy the pending business when it returns on June 4, and the deadline has been extended again, to June 22.

Helms Amendment Defeated; Would Have Prohibited Unions' Get-Out-the-Vote Drives

The good news is that Sen. Jesse Helms (R-NC) was trounced when he tried to attach to the bankruptcy bill his amendment to strip unions of their political rights.

The Helms amendment would have prohibited unions from spending dues money for political communications to their members, for voter registration and get-out-the-vote drives, and for the costs of administering voluntary contributions to political action committees.

The Helms amendment would not limit the right of corporations to spend corporate treasury funds for the same purposes. With a majority of Senators seeing the unfairness of Helms' amendment, the Senate voted 65-32 in favor of Sen. Mathias' (R-MD) motion to table (kill) the Helms amendment.

WHAT YOU CAN DO: Urge your Senators to delay no longer in passing a bankruptcy reform bill and to support the Packwood-DeConcini amendment to stop corporate abuse of bankruptcy.

SEN. HELMS' AMENDMENT TO TAKE AWAY UNION MEMBERS' POLITICAL RIGHTS, DEFEATED 32-65

R = RIGHT
W = WRONG
A = ABSENT

---- ALABAMA	
HEFLIN (D-AL)	R
DENTON (R-AL)	W
---- ALASKA	
MURKOWSKI (R-AK)	R
STEVENS (R-AK)	R
---- ARIZONA	
DECONCINI (D-AZ)	R
GOLDWATER, BARRY (R-AZ)	W
---- ARKANSAS	
BUMPERS (D-AR)	R
PRYOR (D-AR)	R
---- CALIFORNIA	
CRANSTON (D-CA)	R
WILSON (R-CA)	W
---- COLORADO	
HART (D-CO)	A
ARMSTRONG (R-CO)	W
---- CONNECTICUT	
DODD (D-CT)	R
WEICKER (R-CT)	R
---- DELAWARE	
BIDEN (D-DE)	R
ROTH, WILLIAM (R-DE)	W
---- FLORIDA	
CHILES (D-FL)	R
HAWKINS, PAULA (R-FL)	W
---- GEORGIA	
NUNN (D-GA)	R
MATTINGLY (R-GA)	W
---- HAWAII	
INOUYE (D-HI)	R
MATSUNAGA (D-HI)	R
---- IDAHO	
MCCLURE (R-ID)	W
SYMMS (R-ID)	W
---- ILLINOIS	
DIXON, ALAN (D-IL)	R
PERCY (R-IL)	R
---- INDIANA	
QUAYLE (R-IN)	R
LUGAR (R-IN)	W
---- IOWA	
GRASSLEY (R-IA)	W
JEPSEN (R-IA)	W
---- KANSAS	
KASSEBAUM (R-KS)	R
DOLE (R-KS)	W
---- KENTUCKY	
FORD, WENDELL (D-KY)	R
HUDDLESTON (D-KY)	A
---- LOUISIANA	
JOHNSTON, BENNETT (D-LA)	R
LONG, RUSSELL (D-LA)	R
---- MAINE	
MITCHELL, GEORGE (D-ME)	R
COHEN (R-ME)	R
---- MARYLAND	
SARBANES (D-MD)	R
MATHIAS (R-MD)	R
---- MASSACHUSETTS	
KENNEDY (D-MA)	R
TSONGAS (D-MA)	R
---- MICHIGAN	
LEVIN (D-MI)	R
RIEGLE (D-MI)	R
---- MINNESOTA	
BOSCHWITZ (R-MN)	R
DURENBERGER (R-MN)	R
---- MISSISSIPPI	
STENNIS (D-MS)	R
COCHRAN (R-MS)	W
---- MISSOURI	
EAGLETON (D-MO)	R
DANFORTH (R-MO)	R
---- MONTANA	
MELCHER (D-MT)	R
BAUCUS (D-MT)	A
---- NEBRASKA	
EXON (D-NE)	R
ZORINSKY (D-NE)	W
---- NEVADA	
HECHT (R-NV)	W
LAXALT (R-NV)	W
---- NEW HAMPSHIRE	
HUMPHREY (R-NH)	W
RUDMAN (R-NH)	W
---- NEW JERSEY	
BRADLEY (D-NJ)	R
LAUTENBERG (D-NJ)	R
---- NEW MEXICO	
BINGAMAN (D-NM)	R
DOMENICI (R-NM)	R
---- NEW YORK	
MOYNIHAN (D-NY)	R
D'AMATO (R-NY)	R
---- NORTH CAROLINA	
EAST (R-NC)	W
HELMS (R-NC)	W
---- NORTH DAKOTA	
BURDICK (D-ND)	R
ANDREWS, MARK (R-ND)	R
---- OHIO	
GLENN (D-OH)	R
METZENBAUM (D-OH)	R
---- OKLAHOMA	
BOREN (D-OK)	R
NICKLES (R-OK)	W
---- OREGON	
HATFIELD (R-OR)	R
PACKWOOD (R-OR)	R
---- PENNSYLVANIA	
HEINZ (R-PA)	R
SPECTER (R-PA)	R
---- RHODE ISLAND	
PELL (D-RI)	R
CHAFEE (R-RI)	R
---- SOUTH CAROLINA	
HOLLINGS (D-SC)	R
THURMOND (R-SC)	W
---- SOUTH DAKOTA	
PRESSLER (R-SD)	R
ABDNOR (R-SD)	W
---- TENNESSEE	
SASSER (D-TN)	R
BAKER (R-TN)	R
---- TEXAS	
BENTSEN (D-TX)	R
TOWER (R-TX)	W
---- UTAH	
GARN (R-UT)	W
HATCH (R-UT)	W
---- VERMONT	
LEAHY (D-VT)	R
STAFFORD (R-VT)	R
---- VIRGINIA	
TRIBLE (R-VA)	W
WARNER (R-VA)	W
---- WASHINGTON	
GORTON (R-WA)	R
EVANS, DANIEL (R-WA)	R
---- WEST VIRGINIA	
BYRD, ROBERT (D-WV)	R
RANDOLPH (D-WV)	R
---- WISCONSIN	
PROXMIRE (D-WI)	R
KASTEN (R-WI)	W
---- WYOMING	
SIMPSON (R-WY)	W
WALLOP (R-WY)	W

Reagan Revives Youth Subminimum Plan

Summer is approaching, and that means it's time for President Reagan to renew his appeal to Congress for a cut in the minimum wage for those under age 22 seeking summer employment. Instead of $3.35 per hour, youths would receive $2.50 under the Reagan proposal.

Sure enough, the President has stepped up his drumbeat for a subminimum. He would like us to believe that his goal is to reduce unemployment, the idea being that employers will hire more people than they need if wages are lower. Isn't it odd, though, that no matter what the issue or problem the Reagan answer is either (1) more tax cuts for corporations or (2) lower wages.

A subminimum wage is a bad idea for a lot of reasons:

- **It would not create new jobs.** Employers, especially fast-food chains and others who employ lots of minimum-wage workers, would just be given an incentive to replace those age 22 or older with teens at a 25 percent savings.

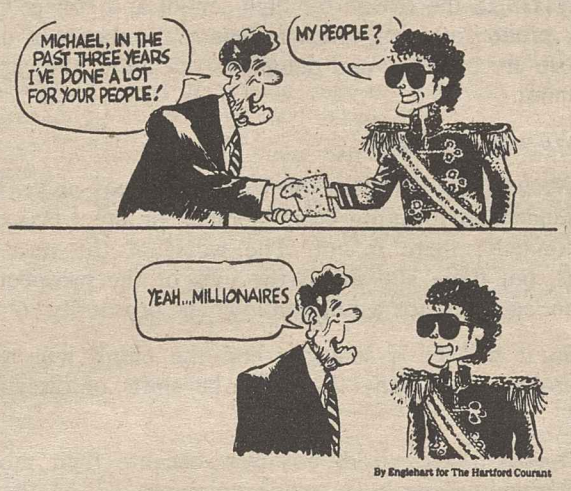
- **There already is a subminimum program** under which full-time students, handicapped workers and others receive $2.84 per hour. And ajobs tax credit provides an 85 percent tax credit for wages paid to disadvantaged youth in the summer. That tax credit allows employers to hire youths for a net cost of only 50 cents per hour!

- **The minimum wage itself is a subminimum.** To make up for inflation since January 1981, the $3.35 minimum wage would have to be raised to $3.90. At $3.35 the minimum produces an annual full-time income of less than $7,000.

A Better Approach: Jobs Combined with Schooling and Training

Rep. Gus Hawkins (D-CA) has introduced legislation, H.R. 5017, that offers unemployed youth real opportunity, not just a dead-end low-paying job in a fast-food joint. H.R. 5017 would help provide disadvantaged teens with jobs, part-time during the school year and full-time during part of the summer, combined with schooling, remedial education if needed, or on-the-job or apprenticeship training.

WHAT YOU CAN DO: Urge your Senators to oppose S. 561, the subminimum wage bill. Urge your Representative to oppose H.R. 485 or any other subminimum bill. Ask your Representative to study H.R. 5017, the Hawkins youth employment bill.



Ellen Goodman

Son of Minimum Wage

The assertion that cutting wages would add 400,000 summer jobs is pure conjecture. The notion that we can give employers a powerful incentive to hire those under 20 without encouraging them to avoid those over 20 is pure fantasy. The penalty in the bill for firing older workers has more loopholes than a pretzel.

At the moment there are 5 million minimum-wage workers in this country. Seventy percent of them are adults. Two-thirds of them are female. There is a high turnover rate in minimum-wage jobs; there is a high degree of seasonal work.

Employers not only could—but would—turn over or pass up older workers for younger workers they could get cheaper. The union leaders who complain that a subminimum wage "would replace dad with junior" are a little wrong (it would replace mom with junior), but the idea is right.

This bill would mean that it is legal to discriminate on the basis of age. It would effectively bar unemployed older workers from competition for these jobs. It would allow young people to be paid less.

We know who the losers would be: the 7 million working teen-agers who might find their paychecks cut, adults working for minimum wage and those willing to work for minimum wage.

Who wins? The big winner is the minimum-wage employer. It's not for nothing they call this the McDonald's Bill. The investment firm Dean Witter once estimated that a subminimum wage would make McDonald's stock jump 31 cents. It may be the unemployed who deserve a break today, but if this bill passes, it's the employers who'll get the break.

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MEMO FROM COPE
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At House hearings, OPM Director Donald Devine coaches James Byrnes, author of the "dirty tricks" memo on a scheme to divide union ranks.

Bid to split unions follows pattern of 'dirty trick' memo

By David L. Perlman

Unions representing both blue-collar and white-collar federal employees voiced outrage at a Reagan Administration "dirty tricks" memo that proposed to manipulate a study of pay inequities in order to sow political mischief.

The memo, prepared for Director Donald J. Devine of the Office of Personnel Management, outlined a strategy to create dissension among unions, cause "disorder" in Democratic ranks, and pit the labor movement against the women's movement.

At House hearings, indignation fought with laughter as Devine and the author of the memo sought to portray it as merely an "imaginative" policy option. Its only purpose, Devine said, was to help him make up his mind about a pending pay equity bill.

But the five union officials who attended a limited invitation meeting convened by Devine testified that the OPM director obviously followed the memo's script in his attack on legislation introduced by Rep. Mary Rose Oakar (D-Ohio). Her bill would require OPM to conduct a study of discriminatory pay practices in government.

Leaked memo

At hearings before the Subcommittee on Compensation & Employee Benefits, the validity of the leaked memo was acknowledged by Devine and James L. Byrnes, the $59,000-a-year deputy associate director who wrote it.

Byrnes, a former executive secretary of the Young Republicans Federation, convulsed the hearings by insisting that he wrote the memo because Devine had asked him to put together arguments for the Oakar bill from the viewpoint of "a liberal Democrat."

The resulting memo to Devine noted that there is a "good chance" the pay equity bill will pass the House but suggested that such study could be turned to advantage. It would show how "preposterous" the concept of comparable worth for male and female occupations really is, Byrnes suggested.

But most important, the memo stressed, are "the political possibilities" of doing a study that would match the government's blue-collar workers, whose pay is based on area prevailing wage standards, against salaried white-collar employees.

Such a study "would immediately divide the white-collar and blue-collar unions," in the private sector as well as in government, Byrnes asserted.

"We could create disorder within the Democratic House, pitting union against union and both against radical feminist groups," he said.

Republican opportunity

While this might be "a dangerous course," it offers "opportunities that we should not ignore," the memo declared.

The futility of Devine's apparent attempt to manipulate the diverse concerns of unions in the federal sector was demonstrated by the impressive solidarity at the hearings.

Devine had originally sought to exclude two unions with white-collar as well as blue-collar members, the American Federation of Government Employees and the National Federation of Federal Employees. Both were belatedly invited after they questioned the omission. The AFGE is the largest of the federal-sector unions.

Without exception, they endorsed the goal of pay equity and assailed the OPM's politically motivated distortion of the concept.

Continued on Page 3

Senate action sought

Auto content bill tied to future jobless rate

The United States faces a return to double-digit unemployment if it fails to restrain Japanese auto imports, union leaders warned at Senate hearings.

The Reagan Administration is seeking to block Senate approval of the House-passed auto domestic content bill, and its chief trade negotiator has expressed his opposition even to renewing the existing "voluntary" restriction on Japanese auto exports to the United States.

The union panel, testifying before the Senate Commerce Committee, stressed that the job impact of U.S. auto production extends far beyond the auto assembly lines. The union officials testifying represented job-endangered workers in the steel, tire, textiles and electronics industries.

Retaliation unlikely

Industrial Union Dept. President Howard D. Samuel challenged the Administration's assertion that a domestic content requirement for autos sold in the United States would touch off a retaliatory trade war.

Samuel pointed out that most of the world's industrial nations have a domestic content requirement—in practice, if not in law—that keeps home industries immune from foreign competition.

Considering Japan's $15 billion automotive trade surplus with the United States, it is not unreasonable to press for Japanese investment in production facilities and parts in the United States, he suggested.

• Rubber Workers President Milan Stone noted that one out of five U.S. jobs is linked to the automobile industry, and the rise of auto imports has corresponded with a decline in U.S. tire manufacturing jobs. Nineteen domestic tire plants closed between 1978 and 1982, he testified.

Stone reminded the committee that Akron, Ohio, where the union has its headquarters, was once known as the tire capital of the nation. But now, "Akron produces only a few experimental and racing tires, and some aircraft tires—no passenger car or truck tires."

• Steelworkers Vice President Leon Lynch stressed the heavy loss of steel industry jobs and the shutdown of 150 steel-producing facilities in the past two years alone. Despite the downsizing of automobiles, each automobile produced in the United States uses an average of one ton of steel, Lynch noted.

Passage of a domestic content requirement would mean some 55,000 new jobs in this decade, he testified.

• Clothing & Textile Workers Sec.-Treas. Jack Sheinkman told the committee that eight plants that once made auto component products such as carpeting, upholstery fabric, soundproofing panels and items from tire cord to seat belts have shut down completely since 1978. "Those that have managed to continue operating have

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Staggering trade deficits pose new peril to economy

By James M. Shevis

The nation's foreign trade deficit soared higher in April, rising a record $12.2 billion, and posing a serious threat to the American economy.

It was the fourth consecutive month in which the deficit reached new heights, and brought the total for the January-April period to $42 billion. It was $69.4 billion for all of last year.

Analysis of the deficit shows an even gloomier situation for American workers.

AFL-CIO Research Director Rudy Oswald noted that the April deficit in manufacturing trade was more than five times greater than in April 1983.

"So far in 1984 the manufacturing trade deficit has grown to $29.2 billion," he said. "Should this trend continue, manufacturing deficits will reach almost $90 billion by year end, and total merchandise trade will be in deficit by more than $125 billion."

Oswald pointed out that as recently as 1980 the United States experienced a surplus in manufacturing trade. "These tremendous deficits are playing a major role in the industrial decline of the country and are a major contributor to our enduring high unemployment."

Imports rose in nearly every category of goods and product. The incoming flood of foreign autos rose in value to $2.78 billion, up about $300 million from March. Trucks and bus imports were other large gainers.

The Commerce Dept., which released the latest report on U.S. trade with other countries, now projects the deficit this

Continued on Page 2

Bargaining saves jobs and wages at bankrupt firm

New union agreements have been negotiated with bankrupt Revere Copper & Brass, Inc. without cutting back wages or the jobs of its 1,750 employees.

The three-year contracts were worked out by a coordinated bargaining committee of the AFL-CIO Industrial Union Dept. to keep the pay and benefits of Revere workers on a par with the troubled copper and brass industry as the company strives to regain solvency.

The contracts were ratified by members of the Auto Workers, Machinists and Mechanics Educational Society employed at Revere plants in Rome, N.Y.; New Bedford, Mass; Oneonta, Ala.; Clinton, Ill., and Newport, Ark.

"The company, despite its Chapter 11 filing in the fall of 1982, continued to honor its existing contracts," IUD Collective Bargaining Coordinator Joe Campagna observed.

Cooperative spirit

"We salute their spirit of cooperation at a time when so many other corporations are using bankruptcy as a tool to escape from existing labor agreements."

For the past 18-24 months, there has been a rash of bankruptcy proceedings initiated by companies in an attempt to void union contracts, particularly in the meatpacking and airline industries.

The Supreme Court's Bildisco decision in February considerably strengthened the hand of employers in bankruptcy cases.

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6/2/84

Trade deficit poses threat to recovery

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year will hit $130 billion, up $20 billion from its earlier forecast.

The April import surge of $29.7 billion was 6.1 percent above the previous high of $28 billion in March. Imports grew in the first four months of this year to an annual rate of $338.4 billion.

At the same time, exports declined slightly last month and at $17.5 billion were 1.1 percent below the March level.

Imports of shoes last month rose to a level 54.2 percent above that of April 1983. Footwear manufacturers and unions in the industry, pointing to the 17.3 percent jobless rate for American shoe workers during the first quarter, renewed their call for government action.

Steel industry representatives also called for government action as imports captured more than 25 percent of the domestic market. The industry seeks a five-year, 15-percent limit on imported steel.

"It is impossible to understand how government officials can look at the broad scope of the steel import problem, and not see the need for a comprehensive response," said Sheldon Wesson of the American Iron & Steel Institute.

Growing oil bill

The high oil import bill—over $5.5 billion in April—reflected import volume of 6.2 million barrels a day, compared to 5.6 million barrels daily in March.

The monthly trade deficit with Japan was $2.65 billion, down slightly from March. The monthly deficit with the European Economic Community also declined, from $1.65 billion in March to $1.39 billion in April. The deficit with Canada and the Organization of Petroleum Exporting Countries doubled, however.

The strength of the U.S. dollar and high interest rates are big factors in the trade deficit problem. But Oswald cited two other reasons for the huge imbalance: the Reagan Administration's unsound monetary and fiscal policies and the absence of a coherent and effective trade policy.

The large Reagan budget deficits have created the need for greater government credit, which in turn helps keep interest rates high, he observed.

"The really sad part of this story is not just that each month it gets progressively worse," said C. Fred Bergsten, director of the Institute for International Economics, and the Treasury Dept.'s top trade official in the Carter Administration.

"It's that there's no end in sight."

Photo by Bill Eisner of Northeast Detroiter won a top IAFF prize.

Fire Fighters' awards honor top-notch media coverage

The Fire Fighters gave awards to 35 entries in the 1984 IAFF Media Awards Contest to honor outstanding journalistic achievement in portraying the professionalism of fire fighting and the hazards faced by fire fighters.

"The high quality of professional journalism evident throughout the hundreds of entries from the United States and Canada is a credit to the news media of our two countries," IAFF President John A. Gannon said. "The entries are outstanding examples of the value of educating the public about the need for strong, effective professional fire services."

First prize winners, who received a plaque and $500, are Nancy Menefee of the Maryland Gazette of Glen Burnie, Md., and Chuck Cook and Marla Cone of the Register of Orange County, Calif., for best news or feature story in newspapers below and above 100,000 circulation respectively.

The top award in the best news or feature photo category went to Bill Eisner of the Northeast Detroiter in Detroit, for papers under 100,000 circulation, and to John J. Spink of the Kansas City Times for papers over 100,000.

The top television news prize went to the news staff of WKBW-TV in Buffalo, while the radio editorial comment award went to Dave Lockhart, CKCW, in Moncton, N.B., Canada.

The top local union publication was the Los Angeles Firefighter, produced by IAFF Local 112. The runner-up prize went to the Seattle Fire Fighter of IAFF Local 27.

Award-winning photo by John J. Spink of the Kansas City Times.

Second place prize winners received certificates and $250, while the honorable mentions in each of the seven categories were awarded certificates.

Contest judges were John M. Barry, managing editor of the AFL-CIO News; James Casey, retired editor of Fire Engineer magazine and Jeff Sheler of the Washington staff of U.S. News & World Report magazine.

Teachers flunk Reagan on education

The Teachers sharply refuted Reagan Administration claims that its efforts on education have reaped major success since the "Nation at Risk" report by the National Commission on Excellence in Education a year ago.

After nearly a full term in office, President Reagan has flunked the course when it comes to education," AFT President Albert Shanker said.

At a recent Rose Garden ceremony honoring high school recipients of the President's Academic Fitness Award, Reagan said, "education is back on the agenda" because of the commission's report.

"The federal government is doing its part," Reagan said, by "taking a new look" at violence in the schools, drop-out rates and truancy.

Earlier, Education Sec. Terrel H. Bell released a 229-page report, "The Nation Responds," which he said shows "the biggest reform in the history of American education."

Bell said the report found 48 states are considering tougher high school graduation requirements and 35 states have approved changes. Eight states have lengthened the school day, seven have lengthened the school year and 24 states are now studying master teacher or career ladder programs.

But Shanker said, "Rose Garden ceremonies and patting yourself on the back doesn't deliver reforms in education. The real delivery comes from what's happening in state legislatures, Congress and in positive efforts coming from the White House."

"Unfortunately, the White House has been short on delivery during the Reagan Administration," Shanker said. "This Administration is the one that cut education funding, not increased it," and "this is the Administration of tuition tax credits, school prayer and vouchers.'

Shanker said the union "welcomed with open arms the many reform reports of 1983." But he said that much of the credit must go to state governors, business leaders and teachers groups.

"Unlike the Reagan Administration, however, the AFT does not believe that fostering excellence in education can be accomplished through rhetoric and self-congratulation," Shanker said.

"We do believe, and strongly so, that in cutting funds for education programs for the poor, the handicapped, and the non-English speaking—programs that worked—this Administration has not only reneged on the nation's commitment to equal opportunity, it also has severely damaged the prospects for achieving excellence in education."

State and local governments may mandate tougher academic standards, but Shanker warned that "unless we provide the resources, programs, and extra help necessary for students to meet these standards, we are offering American children a lesson in cynicism and a course in failure."

IAM ratifies agreement at McDonnell Douglas

St. Louis—Machinists at McDonnell Douglas Corp.'s aircraft assembly plant here approved an industry-pattern agreement providing improvements for 9,600 workers.

IAM members ratified the pact by a vote of 5,095 to 1,996. The three-year contract provides annual lump-sum payments equal to 3 percent of pay, restricts cost-of-living adjustments to higher-paid workers, improves pensions, sets lower pay rates for new hires, and requires employees to contribute to a new health insurance coverage plan.

The agreement follows the pattern of the company's earlier settlements with IAM and the Auto Workers at its West Coast plants.

Senate stalls bankruptcy law changes

The labor-supported amendment to the federal bankruptcy law that was before the Senate when it began a holiday recess on May 24 will still be before the Senate when it reconvenes on June 4.

At issue is how close the Senate will come to the bill the House passed last March in an effort to remedy a Supreme Court decision that gave employers almost a free hand to use bankruptcy proceedings as an excuse for tearing up a union contract.

The House bill, and the Senate language the AFL-CIO supports, would require an employer to bargain over any contract changes and would set tight restrictions on the circumstances when a bankruptcy judge could modify an existing union contract.

The amendment, cosponsored by Senators Bob Packwood (R-Ore.) and Dennis DeConcini (D-Ariz.), is in effect a substitute for a largely token change supported by business groups and Senators Strom Thurmond (R-S.C.) and Orrin G. Hatch (R-Utah).

If the Packwood-DeConcini proposal had come to a vote before the recess, union lobbyists are convinced, it would have passed. But opponents maneuvered to block a vote and Congress avoided a deadline for legislation to appoint new bankruptcy judges by passing another temporary extension of existing law—until June 20.

The stopgap extension was the third time Congress had extended the law after the Senate's failure to break the deadlock over the labor contract provisions.

Union advocate, foe of apartheid, wins libel suit

A former South African trade union activist—now the coordinator of an AFL-CIO program supporting black unionists in that country—has won a libel suit against a British author and publishing firm that had questioned his loyalty to a banned political organization he helped shape in South Africa.

The allegation against Nana Mahomo, who is now with the African-American Labor Center, appeared in a book written by Gordon Winter and published by Penguin Books, Ltd., in 1981 under the title "Inside Boss." The book was advertised as "an ex-spy's dramatic and shocking exposé" and purported to deal with Winter's experiences as a spy for the South African intelligence authorities.

A passage in the book implied that Mahomo was used by the Central Intelligence Agency to try to overthrow the leadership of the Pan Africanist Congress, an equal rights group.

The defendants, Winter and Penguin, admitted in open court "there was no foundation" for the accusation and apologized to Mahomo "for the embarrassment and distress which this allegation has caused him."

Mahomo was awarded court costs and a sum of money for damages. Penguin will withdraw the passage about Mahomo from any future editions of the book.

The allegations against Mahomo surfaced shortly after he came to the United States to serve—first as a consultant and later as coordinator—with AALC's Program of Action in Support of Black Trade Unions in South Africa.

The Pan Africanist Congress was formed in 1959. A year later it was banned along with Mahomo and certain other members of the organization. Mahomo lived in exile in London until he came to the United States in 1981.

Mahomo has not returned to South Africa since 1961, although members of his family still reside there. He has won awards in the United States for producing films documenting the South African government's official policy of apartheid, or racial segregation.

Reagan policies scored

Seafarers renew push for revival of U.S. fleet

Piney Point, Md. — Delegates to the Seafarers triennial convention here took a new look at the continuing problem of revitalizing America's merchant marine.

SIU President Frank Drozak stressed the convention theme of "jobs for America's workers" and sharply criticized the Reagan Administration for a trail of broken promises. He pressed for measures to "arrest the drastic decline" of the maritime industry and the related areas where SIU members work.

The 300 delegates, representing some 80,000 members, held their three-day convention at the SIU's training center, where aspirant Seafarers receive basic instructions and veteran members come for advanced skill training.

AFL-CIO President Lane Kirkland, himself a merchant marine veteran, told the convention that the Reagan Administration has undermined even "the minimal protections" afforded by various laws to the U.S. maritime industry.

"More than ever before, our nation is asked to depend on ships which do not fly the American flag for raw materials and oil, and virtually all our merchandise trade," he said.

Despite its talk of strengthening the nation's security, the Reagan Administration has left the country with only "a shrinking, aging fleet" inadequate for any international crisis. "The Reaganites spend billions and billions on planning for wars among the stars," Kirkland said, "but they have left us without the ships to carry men and guns and tanks to the trouble spots of the real world."

Kirkland stressed the AFL-CIO's support for cargo preference legislation and enforcement of existing laws.

Kirkland and Drozak warned of the hazards of another four years of the Reagan Administration.

Reagan's first term has brought unemployment to 30 million families, while "nearly 11 million families lost their health insurance coverage, 494,000 families lost their homes, 73,000 small businesses went bankrupt," Kirkland said.

"Against this stark economic background, this Administration has created an atmosphere of anti-unionism that has encouraged every regressive instinct of the employer class," Kirkland charged. Thus, "employers have been emboldened to force cutbacks in workers' wages and benefits, to exploit bankruptcy laws to unilaterally tear up labor contracts, to threaten workers with plant closings, and to pervert the purposes of the National Labor Relations Board."

Anti-worker policies

Drozak told the convention that Reagan has "turned his back on working people" and the maritime trades in particular.

Another convention speaker, Sheet Metal Workers President Edward Carlough, termed Reagan's defeat in November "a matter of survival for the trade unions."

The SIU's campaign for a new maritime policy was backed by the chairman of the House Merchant Marine & Fisheries Committee, Rept. Walter B. Jones (D-N.C.).

Jones reiterated his support for cargo preference legislation and continuation of U.S. shipbuilding. The merchant marine, he stressed, has an essential role in revitalization of the U.S. economy.

Bargaining saves jobs and wages at bankrupt firm

Continued from Page 1

The ruling, tilted against worker rights, allows a company to tear up its union contract as soon as it files for bankruptcy —without first persuading a bankruptcy court that the action is justified.

The Revere agreement, which must be approved by a federal bankruptcy judge in the next few weeks, provides general wage increases in the second and third years totaling 30 cents an hour, and a cost-of-living adjustment capped at 20 cents an hour over the same period.

In exchange for waiving a wage increase in the first year of the pact, workers also will receive improved life, sickness, accident and major medical insurance as well as increases in pension benefits.

"We've had a 12-year tradition of coordinated bargaining at Revere," Campagna said. "This has enabled us to sit down with management and work through this problem without losing a single day of work, without givebacks, and without damaging Revere's efforts to come out of Chapter 11 proceedings in the next few months."

Revere, the nation's second largest copper and brass fabricating company, now has reached agreement with all its hourly work force.

At House hearings on OPM plot to split unions, Saul Stein of Metal Trades Dept. testifies with NAGE's Edward Murphy, left, and AFGE's George Hobt.

'Dirty trick' memo exposes OPM scheme to split unions

Continued from page 1

George A. Hobt, AFGE's director of pay and classification, along with other witnesses, testified that Devine told them that the government would have to classify all jobs under the same pay-grading system if the legislation were enacted, and that he showed charts in which four blue-collar jobs were depicted with downward arrows pointing to the lower pay of salaried jobs held primarily by women, such as nurses.

The union representatives, who weren't told in advance of the purpose of the meeting, said they were puzzled by Devine's assertions, and they questioned his interpretation of the Oakar bill.

A Washington Post story the next day—quoting sections of the Byrnes memo—"removed any doubts from our minds as to the real reasons" for the meeting, Hobt testified.

The Reagan Administration "really scraped the bottom of the barrel" in coming up with such "tawdry tactics," Hobt said.

Solid agreement

The NFFE representative, Legislative Director David Gusky, said he concurred fully with Hobt's testimony. NFFE is the only union among the five not affiliated with the AFL-CIO.

Saul S. Stein, research and education director of the AFL-CIO Metal Trades Dept., said unions are long familiar with "divide and conquer" tactics of employers who try to set one group of workers against another.

Stein told the House panel that he was not surprised to find Administration OPM officials proposing to manipulate a pay equity study "for partisan political purposes in this election year."

So far as the metal trades unions are concerned, he said, any form of pay discrimination is wrong and should be remedied—including inequities based on predominantly male or female job classifications.

Stein termed the actions of Devine and Byrnes "a clear violation of the Hatch Act," which bans partisan political activity by government employees. He called for the resignation of both officials.

Move to mislead

The general counsel of the National Association of Government Employees, Edward Murphy, termed Devine's remarks at the meeting an attempt to mislead the union representatives as to the provisions of the Oakar bill.

Murphy said that NAGE, which is an affiliate of the Service Employees, is deeply concerned over the "impropriety" of Devine's action. It shows an "utter disdain for federal workers and unions," he asserted.

Louis Elesie, director of the industrial division of the Laborers, said he had no doubt that the OPM officials were deliberately trying to pit blue-collar and white-collar unions against each other.

That plot hasn't worked, Elesie told the subcommittee. "On this issue, we're going to be united."

Oakar said at the start of the hearing that the memo and Devine's remarks misstated the provisions of the bill she introduced.

The measure, which had been approved by the subcommittee, was cleared for the House floor by the full Post Office & Civil Service Committee the day following the hearing.

The bill specifically bans any reduction in pay as a result of the pay equity study, she stressed. It would be impermissible to reduce anyone's wages to remedy sex discrimination, Oakar made clear.

But the disclosure of the memo, Oakar said, raises a real question as to the objectivity of any study the government's personnel agency would conduct.

NLRB says 'bah, humbug'

Scrooge—that curmudgeon who took the spirit of joy and gladness out of Christmas—would be delighted with a ruling the National Labor Relations Board just handed down.

The NLRB said that it's okay for an employer to eliminate traditional Christmas bonuses where a bargaining agreement with workers does not specifically provide for them.

In a case involving members of Electrical Workers Local 1466, the board reversed the decision of one of its administrative law judges and held that a "zipper clause" in a contract with an Ohio utility company allowed the employer to drop the bonuses.

The Columbus & Southern Ohio Electric Co. had been paying cash bonuses to its employees every year but one since 1942 even though they were not spelled out in the collective bargaining agreements with Local 1466.

Then, in 1982, the utility and IBEW agreed to a "zipper clause" which provided that the current contract would "supersede all prior agreements and understandings" between them and "shall govern their entire relationship and . . . be the sole source of any and all rights which may be asserted."

In December 1982, the company told its workers it was discontinuing the Christmas bonus because of its "fast-deteriorating financial condition." Even though the administrative law judge upheld the union's unfair labor practice charge, the board held that the zipper clause constituted a "clear and unmistakable waiver" of the workers' right to bargain over issues not contained in the agreement and ruled in the utility's favor.

In another case involving a similar issue, the NLRB held that an employer which unilaterally ended its practice of providing Christmas dinners and hams for employees did not violate federal labor law.

The board's Reagan-appointed majority said that since Benchmark Industries, Inc. of Burnsville, Miss., gave them to all its employees regardless of seniority, work performance, or other employment-related factors, the dinners and hams were "merely gifts." Benchmark employees are members of the Clothing & Textile Workers.

NLRB Member Don A. Zimmerman observed in a dissenting opinion that the employer's "consistent practice" of giving the dinners over a period of years constituted a term or condition of employment and that eliminating them was a violation. However, Zimmerman joined in the board's Christmas bonus decision with Chairman Donald L. Dotson and Member Robert P. Hunter.

Martin retires as editor of California labor paper

San Francisco—Glenn Martin, editor of the California AFL-CIO News for 22 years, retired May 11.

Martin, 60, was a writer with the Oakland Tribune before joining the state federation's staff in 1962. He has been a member of the San Francisco-Oakland Newspaper Guild since 1951, and he was instrumental in organizing the Guild unit at the Tribune.

Martin has also served as a vice president of the International Labor Press Association and the Western Labor Press Association.

Doug Barrett has been named editor of the state federation's paper. He was formerly administrative assistant to State AFL-CIO Executive Sec.-Treas. John F. Henning.

Distillery Workers President George Oneto, left, and Sec.-Treas. George Orlando after their re-election to new four-year terms.

Distillery Workers vote rise in per capita, minimum dues

Bal Harbour, Fla.—The Distillery Workers convention approved an 85-cent increase in monthly per capita tax and a four-step increase in minimum dues and initiation fees.

In stressing political action in this election year, the 135 delegates endorsed the bid of Walter F. Mondale for the Democratic presidential nomination and sharply criticized the Reagan Administration for its destructive social and economic policies and its anti-labor bias.

The union's monthly per capita payments will rise from the current $3.45 to $3.90 effective June 1, 1985, and by an additional 40 cents on June 1, 1986.

Minimum local dues were increased from $12 a month to $13 effective June 1, 1984, with $1 increases each June 1 through 1987 to a total of $16 monthly.

In other constitutional changes, the delegates voted to increase minimum initiation fees from $50 to $75 June 1, 1984, and by $25 each June 1 through 1987 to a maximum of $150 with no more than $50 sent to the international union.

Political action

DWU President George J. Oneto, in his keynote address to the convention, urged the delegates to step-up political and legislative action programs, including support for Mondale's candidacy.

Oneto denounced the Reagan policies for "riveting on the American people an intolerable, unconscionable and unacceptable economic burden."

He urged support for the Senate-passed version of an increased excise tax on alcoholic beverages in preference to the House-passed measure, which are now in conference.

The Senate bill provides for "an increase we can live with," while the House version "could well be the final straw that breaks the camel's back," Oneto told the delegates.

COPE Director John Perkins stressed that a key to ousting the Reagan Administration lies in "aggressively and intelligently . . . projecting Reagan's anti-labor, anti-poor, anti-minorities and anti-youth policies to our members."

Stacked deck

Organization & Field Services Director Alan Kistler blasted the Reagan Administration for "stacking the deck" at the National Labor Relations Board and the Labor Dept. with anti-labor partisans.

In his speech to the delegates, Robert F. Harbrant, president of the Food & Allied Service Trades Dept. stressed that Mondale has earned labor's support throughout his career in public life and as "an eloquent spokesman for the concerns of working people."

In key resolutions adopted at the five-day convention, delegates voiced unanimous support for enactment of a wine equity bill that would provide for reciprocity in tariffs in trade between the United States and the European Economic Community, for amendments to the bankruptcy law to safeguard union contracts and legislation to protect beet sugar workers through stable prices and import quotas.

Oneto and Sec.-Treas. George Orlando were re-elected to new four-year terms as were 10 incumbent vice presidents and three international auditors. Earlier, the delegates voted to decrease the number of vice presidents from 11 to 10.

Court upholds provisions

Medical records rule under fire at OSHA

The Reagan Administration is still considering a proposal to weaken the Occupational Safety & Health Administration's medical records access rule, even though the regulation was upheld by the U.S. 5th Circuit Court of Appeals.

The appellate court decision affirmed a lower court ruling on key sections of the medical records access rule.

The decision confirms labor's position that workers and their unions have a fundamental right to data on substances they are exposed to on the job and have access to results of medical tests, said Margaret Seminario, associate director of the AFL-CIO's Dept. of Occupational Safety, Health and Social Security.

"Unfortunately, this rule, like many other OSHA standards, is unnecessarily and unwisely being revisited by the Reagan Administration," she said. "There is still an outstanding 1982 proposal to weaken the rule and make it meaningless."

Seminario said the changes OSHA is proposing are in the same areas that were reviewed by the courts and firmly upheld. These areas include the definition of a toxic substance, union rights to access and trade secret provisions.

Workable regulation

"We would hope that this court decision would end any thoughts OSHA has of weakening the access rule. In fact, the four years the rule has been in effect have shown it is basically sound and workable," she said.

"If they still decide to proceed," Seminario said, "it is just another confirmation that this Administration has no regard for the law and its obligation to protect workers on the job."

The appeals court said the "district court has correctly decided all contentions raised upon appeal by its memorandum ruling of Nov. 5, 1982."

The court challenge to the medical access rule was made in July 1980 by the Louisiana Chemical Association. The manufacturers group questioned OSHA's right to require employers to provide their workers, OSHA and unions "access to records voluntarily created by the employers which contain information relating to medical exposure histories of employees exposed to toxic substances or harmful physical agents."

Privacy protection

It also challenged internal OSHA procedures in protecting the privacy interest of employees in personal medical information released to the agency.

The district court held that the "records access rule is quite directly related to the goals of assuring 'safe and healthful working conditions' and 'preserving our human resources.' "

The rule will serve to establish a primary data base regarding long-term exposure to toxic substances, the court said, and that will aid in medical/industrial research in the isolation and identification of occupational diseases.

The rule provides for access only to records made at the employer's initiative, absent any regulatory prompting. In effect, the court said, "LCA complains here because OSHA imposed less of a regulatory burden than it was authorized to."

The court held that OSHA had the authority to issue the rule and that there was no indication that OSHA would not respect the Fourth Amendment rights of employers in enforcing the rule. It also determined the agency had ample security measures to protect sensitive medical information and trade secrets.

LCA's contention that OSHA's main goal in issuing the rule was to "gain a benefit for employees and unions which they have been unsuccessful in securing through the NLRB" was soundly rebuffed by the court.

Arizona convention presses state, national election goals

Scottsdale, Ariz.—The 175 delegates to the annual Arizona AFL-CIO convention called for increased political activity by the state's unionized workers to counter the state's "very anti-labor legislature" and to help elect Walter Mondale as President.

The convention also received a first-hand report on the 11-month-old strike against the Phelps Dodge Corp. from Angel Rodriguez, president of Steelworkers Local 616 in Clifton, Ariz. Delegates passed the hat and donated $1,036 to the strikers' relief fund.

Arizona AFL-CIO Sec.-Treas. Darwin Aycock, who chairs the legislative committee, told delegates that the most recent session of the state's Republican-controlled legislature was "very anti-labor." He stressed the need to elect representatives who support labor's positions.

Aycock pointed to constitutional proposals on November's ballot in Arizona that would outlaw strikes by public employees and block state agencies and political subdivisions from requiring prevailing wages to be paid on public works projects.

Rodriguez said political pressure needs to be brought on Phelps Dodge to force it back to the bargaining table. "The unions are ready, but it can't happen unless Phelps Dodge is forced back to the table with a new attitude—not a union-busting attitude."

Strikers' plight

Rodriguez showed the convention a film depicting the plight of the workers from 13 unions who struck the company in July 1983.

Larry Spitz, retired from the Steelworkers and president of the Sun City Union Club, stressed the need to make new members aware of the benefits and heritage of unionism.

House Minority Leader Art Hamilton, speaking on the Phelps Dodge strike, attacked "the raw corporate power that seeks to punish people who try to raise the standard of living for themselves and their families."

Arizona State University Professor Jim Byrkit gave a slide presentation depicting the Bisbee deportation in 1917, when Phelps Dodge deported 1,186 strikers by train to Columbus, N.M. from Bisbee, Ariz.

Sweden sets example in child care

Swedish workers won major gains in child care services over the past decade thanks to the large number of working women and their highly unionized workforce, Swedish officials reported in a seminar contrasting government programs and employee benefits available to American workers.

While comprehensive child care legislation was being vetoed by President Nixon, and existing child health, education and welfare programs slashed by President Reagan—Swedish laws were improved to provide for shortened workdays for parents, day care, free school meals, education and tax benefits for families and "parental insurance" that guarantees both mothers and fathers benefits and leave allowances for child care.

Representatives of U.S. and Swedish unions, businesses and government agencies attended the seminar cosponsored by the Swedish Embassy and the Coalition of Labor Union Women.

Swedish Undersecretary for Labor Berit Rollen told the group that her nation's labor movement was instrumental in achieving the programs designed to help both men and women combine work with raising families.

She pointed out that eight of every 10 Swedish women hold jobs outside the home. The majority were mothers, and many have small children. Nearly 90 percent of all workers in Sweden are union members, Rollen said.

Women in the workforce

In comparison, in the United States 45 million women—53.3 percent of all women—are in the labor force, according to the Labor Dept. Of the nearly 20 million working mothers, some 59 percent have children under 18 and about 50 percent have children of pre-school age. Nearly 10 million women maintain families with no spouse present, and of them, about 72 percent participate in the labor force. About one-third of the 13.4 million members of AFL-CIO unions are women.

Soren Kindlund, director of the Swedish Ministry of Social Affairs, told the participants that Sweden's child care law provides for day nurseries and care for the pre-school age children of working parents or full-time students, as well as before- and after-school recreation centers for children ages seven to 12.

The law also includes provisions for pre-school education for the children of parents who do not work outside the home.

Kindlund explained that Sweden's parental insurance program is paid for by government funds and contributions to the plan made by employers, based on a firm's total payroll.

The law provides for 180 days of paid childbirth leave for mothers or fathers of newborn infants as well as an extended care allowance that enables both parents to remain at home to care for a newborn child—either full- or part-time.

Extended aid cut off in high jobless areas

Cutting off extended unemployment insurance benefits to long-term jobless workers in West Virginia and Puerto Rico—jurisdictions with the highest unemployment rates in the country—is "unconscionable," the AFL-CIO declared.

"Denying unemployment insurance benefits to long-term jobless workers is outrageous anywhere and at any time," said Director Bert Seidman of the Dept. of Occupational Safety, Health & Social Security. "But this goes a step farther." West Virginia's jobless rate in March was 16 percent; Puerto Rico's was 21.6 percent.

"This means that in both of these jurisdictions workers who have been unemployed for a very long time will have their benefits cut off even though they have no other source of income."

Only about 3 million of the nation's 8.8 million unemployed workers were drawing jobless benefits in April, according to government statistics.

Lowest in nine years

In announcing the benefits cutoff, the Labor Dept. noted it was the first time in nine years that Puerto Rico's unemployment rate among workers covered by unemployment compensation was low enough to make it ineligible for the extended benefits. Extended benefits had been paid there since Feb. 23, 1975. In West Virginia, payments had been made since Feb. 19, 1984.

"The crazy formula the Reagan Administration has insisted on, based on the so-called 'insured unemployment rate (IUR),' is responsible for the denial of extended benefits in these two highest unemployment jurisdictions," Seidman charged.

Extended benefits in West Virginia and Puerto Rico triggered off when the average statewide insured unemployment rate for the 13-week period ended Apr. 28 was less than 6 percent. Payment halted on May 19.

The IUR is a measurement that is always significantly lower than the overall unemployment rate in the jurisdiction. It is based on the number of people covered by unemployment insurance who are currently claiming regular state benefits.

Workers who are now no longer entitled to extended benefits will still be able to collect up to 14 weeks of additional benefits under the Federal Supplemental Compensation program in West Virginia, and 11 weeks in Puerto Rico.

Reduced coverage

With extended benefits dropped, the maximum duration—regular benefits plus FSC benefits—workers are entitled to has gone from 55 to 42 weeks in West Virginia and from 44 to 31 weeks in Puerto Rico.

Only two states, Idaho and Alaska, now provide extended benefits. The FSC program, however, operates in every state and territory. Even so, only 400,000 jobless workers were drawing FSC benefits in April.

West German trade unionists demonstrate in Bonn in support of a 35-hour workweek.

Germans strike to spur job growth

Bonn—West German metalworkers are on strike for a reduced 35-hour workweek as a remedy for the country's high unemployment.

IG Metall, the largest union in Germany, is seeking a five-hour cut in the standard 40-hour workweek. The union estimates that the shorter workweek would generate one million new jobs to help bring down the nation's extraordinarily high 9.1 percent jobless rate.

As negotiations between the industry and the 2.6-million member union resumed, Volkswagen, the nation's largest car maker, closed all its domestic plants, laying off 95,000 workers. The VW shutdown left Ford Motor Co. in Cologne as the only auto firm in operation, and it swelled the number of workers off the job to about 300,000.

More than 200,000 workers rallied May 28 in Bonn in support of the union's campaign. IG Metall called the demonstration to protest the government's decision denying unemployment pay to non-striking workers idled by the dispute.

Locked-out workers

Employers have locked out thousands of workers—some 65,000 in the Stuttgart area alone—to retaliate for the metalworkers' strike in the region. Thousands more have been laid off.

The strike began May 14, and spread to the major car makers, including Mercedes Benz, Audi, BMW, Porsche, and the General Motors' subsidiary, Opel. The West German Labor Federation said it expected 75,000 workers to take part in a scheduled solidarity demonstration with locked-out workers.

Management has stiffened its posture in the negotiations, saying it would not give way to the 35-hour workweek. Workers in West Germany's printing, banking and insurance industries also are seeking the shorter week.

A statement of support for IG Metall's stand was signed in February by affiliates of the International Metalworkers' Federation, the trade secretariat of which IG Metall is a member. U.S. signatories included the Steelworkers, Auto Workers and the Machinists.

Union panelists urge action on auto content bill

Continued from Page 1

seen their workforce shrink drastically," he testified.

Textile quota agreements the United States negotiated with exporting nations in the 1970s stabilized the market and allowed companies to make the major investments needed to modernize, Sheinkman noted. The experience is applicable to the auto industry, he suggested.

● Electronics Workers President William H. Bywater pointed to the ripple effect of the auto industry's production levels—on payrolls spent in communities and on taxes paid to government.

"When a U.S.-built small car is sold in this country," Bywater testified, "federal, state and local governments collect a total of $1,550 in taxes. But when a small import is sold here, they collect only $250." Last year, he estimated, the loss in U.S. tax revenue came to over $3 billion.

Latin council hits 'meanness' factor

A slur against Hispanic Americans made by a high-ranking Administration official reflects an "attitude of meanness" toward people, particularly the poor, on the part of the Administration, the Labor Council for Latin American Advancement charged.

LCLAA asserted that remarks made in a newspaper interview by Under Sec. of Housing & Urban Development Philip Abrams "are not merely the isolated comments of an insensitive official."

Abrams told a Washington Post reporter that overcrowded housing in the Hispanic community is a "cultural preference" unrelated to poverty, and he suggested that Hispanics "prefer doubling up."

Those remarks "express . . . an attitude betrayed almost weekly by Administration representatives who try to blame the poor for being poor, the homeless for being without shelter, the hungry for being without food," LCLAA said.

"If the poor are to blame for their own poverty, or if the homeless are homeless because they prefer to be homeless, then the Administration's policies that take from the poor to give to the rich are justified.

"So goes the twisted self-serving logic of the White House and its supporters," LCLAA charged.

Administration insults, derogatory remarks, and ethnic slurs are part of a pattern of anti-Hispanic, anti-black, anti-poor, anti-women utterances that marks the Reagan tenure, LCLAA charged. Abrams's comments were in a tape-recorded interview with the Post writer.

"These remarks that slander an entire people go beyond political rhetoric and beyond the boundaries of rational social dialogue," LCLAA said. "We call upon all fair-minded persons in this great democratic nation to support us in our demand for decency and fairness."

Randolph Institute denounces Reagan's anti-worker policies

Hollywood, Fla. — The Reagan Administration has been "a disaster" for all workers — black workers in particular — and the election of a more compassionate President in 1984 must be the number one priority for working people, the A. Philip Randolph Institute national conference was told.

APRI President Norman Hill charged that the Reagan Administration "offers no programs that would serve to retrain black and white workers displaced by the deep recessions which hit steel, auto and manufacturing. It offers no concrete initiatives to deal with the rising rate of black and white poverty. It offers no solutions to the flood of foreign goods which are coming into our country."

"The principal task for blacks—and the principal task for all workers—must be to work for the defeat of Ronald Reagan and for the election of a pro-worker, pro-civil rights and therefore, pro-black administration," Hill asserted in his keynote speech to the more than 750 black trade union participants.

COPE Director John Perkins told the unionists that the idea that Ronald Reagan is an "invincible" candidate for re-election is only "a myth."

Impact on election

"You cannot dump on millions of people—on workers, the needy, on minorities, on women, on the elderly—and strengthen your claim to re-election."

On the candidacy of Rev. Jesse Jackson, Hill stressed that there is "no fundamental rift" between trade unionists black or white supporting either Jackson or Walter Mondale for the Democratic presidential nomination.

"Pro-Mondale blacks and pro-Jackson blacks have found themselves temporarily on different sides of the political fence. Yet their differences are far smaller than the principles and interests which unite them," Hill said.

He urged the APRI leaders to increase the efforts in their unions to motivate black members to vote on Election Day.

"Only if we vote in numbers greater than ever before will we get rid of Reaganism and replace it with a humane, pro-worker Administration," Hill declared.

Much of the conference included a series of workshops on voter registration and get-out-the-vote programs, methods for building coalitions with other community organizations, dealing with the news media and the history of black trade unionism, including the pivotal role played by A. Philip Randolph, first president of the Sleeping Car Porters and a leading civil rights leader.

Report on apartheid

Conference participants also heard reports on the South African black trade union movement and the horrors of the apartheid segregation system in that country from Donsi Khumalo of the Pretoria-based General Workers' Union and Longway Kwelimthini, president of the Council of Unions of South Africa.

The institute presented its achievement award to AFL-CIO Vice President Frederick O'Neal, president of the Actors & Artistes, in honor of his "outstanding contributions to the causes of civil rights and trade union freedoms."

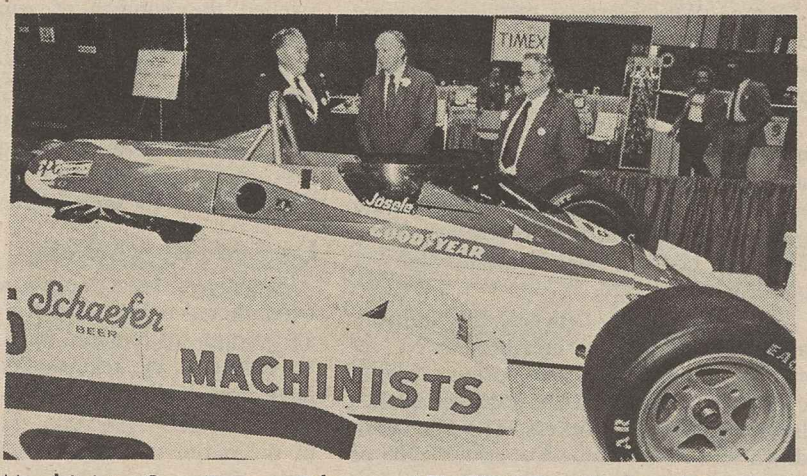
Black choreographer Alvin Ailey received the 1984 A. Philip Randolph Freedom Award for his "use of art to raise important social and political issues."

A special recognition award was presented to Mrs. Rosina Tucker, the 102-year-old former national secretary-treasurer of the Sleeping Car Porters Ladies' Auxiliary.

Other speakers at the conference included APRI Chairman Bayard Rustin, Postal Workers President Moe Biller, AFL-CIO Civil Rights Director William E. Pollard, Laborers' Vice President Robert Powell, Florida AFL-CIO President Daniel J. Miller, Teachers Human Rights Director Barbara Van Black and Velma Hill, executive director of AFL-CIO United Black Labor for '84.

A wide array of union-made goods and services from soups to space shuttles on display.

Union Label in Memphis



Machinists Sec.-Treas. Glover, AFL-CIO Sec.-Treas. Donahue and Vice President Hatfield at the IAM's Indy class race car.

Memphis, Tenn.—The 39th Union-Industries Show featured more than 300 colorful exhibits prepared by AFL-CIO unions and organized employers, each stressing the key role played by unions in business and industry.

The free exposition, produced annually in a major city by the AFL-CIO Union Label & Service Trades Dept., drew visitors from a three-state area for its run May 11-16.

Many exhibits presented live craft and skill demonstrations by union members working at their jobs, and each display underscored the ways union members contribute to producing quality goods and services.

A popular highlight of the show was the array of free gifts and samples given away to every visitor as well as the many drawings for valuable prizes — among them groceries, free air travel, boats, lawnmowers, kitchen appliances, tools, watches, tires, clothing, toys and more.

For many show visitors, the demonstrations provided an opportunity rarely available anywhere else to see workers in action on the job, and to learn how many products are made. A number of union booths included apprenticeship, training and employment information.

Printing trade skills are explained at the Graphic Communications booth.

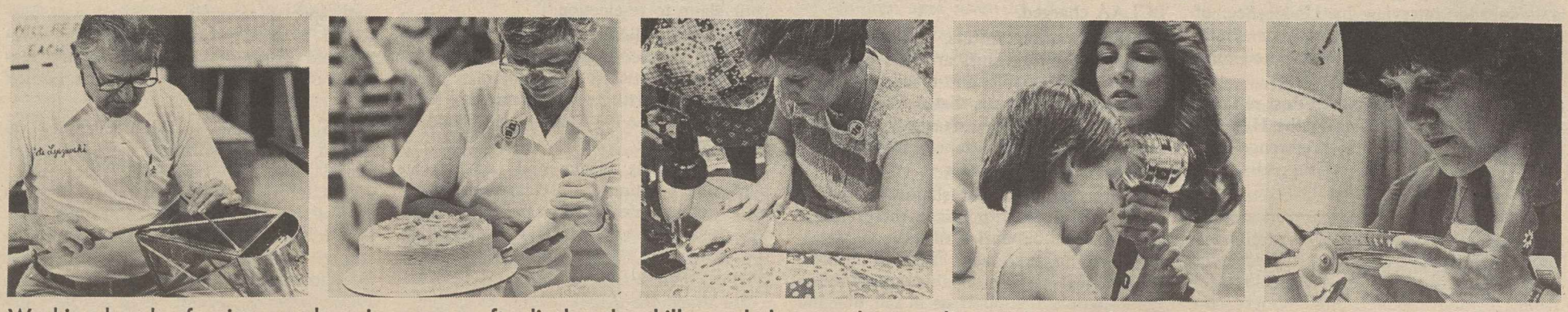
Bakery, Confectionery & Tobacco Workers give away candy.

Veteran Bottle Blower plies his craft.

Postal Workers airmail balloons.

Drawing for meats attracts crowd at Food & Commercial Workers exhibit.

Chemical Workers magician amazes his audience.



Working hands of union members in many crafts display the skills needed to produce quality products and services.

EDITORIALS

Caught Red-Handed

NOT SO LONG ago, a frequent tactic of employers trying to defeat union organizing drives was to stir up racial suspicions in an effort to divide workers by setting blacks against whites. Indeed, as many a union organizer can verify, such tactics have not disappeared. They've just become less blatant.

Now we see the Reagan Administration caught red-handed in a variation of that ugly game, and for a self-confessed political reason.

The memorandum outlining this sleazy strategy comes from the top levels of the Office of Personnel Management, the agency that is supposed to run the federal civil service on merit principles.

Is "sleazy" too strong a word? Hardly. How else to describe the blueprint prepared for OPM Director Donald Devine?

The bluntly stated goal is to make a study of pay inequities in the federal government based on sex serve the Administration's divide-and-conquer strategy.

"The political possibilities of this situation should not be underestimated," the OPM memo advises. "We could create disorder" among Democrats, "pitting union against union" and isolating what it terms "radical feminist groups." The radical feminists, presumably, are people who don't think paychecks should be based on sex.

Unfortunately, it is hard to avoid the conclusion that OPM differs from some of the other Reagan Administration agencies taken over by hard-line ideologues only in that such outrageous concepts were put on paper.

The Silver Lining

ONE REASON for the severity of the Reagan Recession was the Administration's calculated decision to choose unemployment as a means of holding down inflation.

Toward that end, millions of Americans were thrown out of work, businesses and stores went bankrupt, and paychecks shrunk.

Now we are told that the record trade deficit the United States is experiencing has a silver lining.

If it were not for the rise in imports, a high-level government economist explains, there would have been a lot more upward pressure on prices. "What we got was more imports and less inflation."

What will happen when nothing is produced in the United States because everything is being imported?

Why then, presumably, so many people will be out of work that prices will stay low.

Of course, without a paycheck, a lot of people won't be able to buy the things they need at any price. Or is that too simple a concept for the Administration's economists to understand?

The Hard Lessons

THIS ADMINISTRATION has created an atmosphere of anti-unionism that has encouraged every regressive instinct of the employer class.

With a friend in the White House and a surplus labor market, employers have been emboldened to force cutbacks in workers' wages and benefits, to exploit bankruptcy laws to unilaterally tear up labor contracts, to threaten workers with plant closings, and to pervert the purposes of the NLRB.

We have learned some hard lessons over the last three years. We have learned that everything we have gained through a century of struggle can be stripped away by raw political power in the hands of the forces arrayed against working people.

We have learned that we cannot afford to be onlookers when the hard political decisions are being made. We have an obligation to ensure the maximum participation of working people in every stage of the electoral process.

—From AFL-CIO President Lane Kirkland's address to the Seafarers convention, May 30, 1984, Piney Point, Md.

'Our Deal!'

Washington Window

Cut-rate youth minimum won't relieve jobs crisis

By Press Associates, Inc.

Until its recent resurrection by President Reagan and his Labor Secretary, the youth subminimum wage issue seemed destined for the scrap heap of bad economic ideas.

As reincarnated, the two-tier wage floor would be limited to five months of the year, May 1 to Sept. 30, at least for now. Employers could legally pay workers under 20 an hourly wage of $2.50, about 25 percent below the $3.35 minimum wage.

In a recent Saturday radio message, Reagan touted that his "youth employment opportunity wage," as he calls it, "can create more than 400,000 new summer jobs for youth." He gave no basis for that lofty figure, but then his radio talks are now paid political broadcasts.

Reagan correctly identified that overall youth unemployment exceeded 19 percent in April with the jobless rate among black teenagers at nearly 45 percent. But he failed to add that black teenage unemployment has risen about 20 percent since he took office, in part because of his attack on job programs like CETA.

Youth subminimum wage proposals go back to President Nixon, whose campaigns received generous contributions from the founder of the McDonald's fast food chain. Since then, the proposal has worn the tag of the "McDonald's bill."

Acknowledged bad idea

But Nixon and his Labor Secretary, George Shultz, dropped the idea after a study concluded that minimum wage levels have almost no impact on job loss or creation. As the study noted, employers don't create jobs because they cost 85 cents less an hour. They create jobs when demand for their product or service requires it.

Yet this fact didn't prevent Reagan, in sending his youth wage proposal to Congress, from claiming that "studies over the past decade have repeatedly demonstrated that the minimum wage has reduced job opportunities for large numbers of our youth, especially minority youth." Again, no documentation was offered.

Critics of a lower youth wage have charged that it will serve as an opening wedge to push down wage levels generally and weaken federal wage-hour protections.

Reagan, expressing his disdain for the minimum wage, once said that it "should be repealed; it has caused more misery and unemployment than anything since the Great Depression."

Earlier attempt

When Senate Labor Committee Chairman Orrin Hatch (R-Utah) held hearings in early 1981 on his proposed year-round youth subminimum wage, business officials were conspicuously absent.

Even Labor Sec. Raymond Donovan declined to endorse Hatch's youth wage bill in 1981. Donovan said he wanted to "carefully review" a forthcoming report by the Minimum Wage Study Commission. The commission's report concluded that a lower wage for teenagers conflicts with the purpose of the Fair Labor Standards Act and contradicts the principle of equal pay for equal work. But at a recent news conference, it was Donovan who kicked off the Administration's campaign for a youth subminimum wage.

While it wouldn't create any new jobs, the lower youth wage likely would result in the displacement of low-paid adult workers, most of them women and minorities. Despite the Reagan bill's legal prohibition against replacing workers by youths at the subminimum wage, enforcement would be very difficult.

The Administration's new-found enthusiasm for a youth subminimum wage appears to have much to do with election-year politics.

The kind of program that is needed is represented by the Hawkins-Kennedy Youth Incentive Employment bill. That bill would provide $2 billion to create 1 million jobs for teenagers at or above the minimum wage.

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Official Weekly Publication
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American Federation of Labor and Congress of Industrial Organizations
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* deceased

MEMO FROM COPE

MORE STILL on how genteel Mondale-Hart exchanges are when compared to the "good old days" when candidates would stop at nothing to smear an opponent. Rutherford B. Hayes was falsely accused of shooting his mother. Grover Cleveland's wife had to issue a formal statement denying opponents' charges that he beat her. A Connecticut paper wrote of Thomas Jefferson, with his election "murder, robbery, rape, adultery and incest will be openly taught and practiced." Now, *that's* invective.

SPECIAL TREATMENT for big GOP contributors—those who kick in $10,000 or more to party. Staff at GOP National Committee stands ready to smooth way for them if they need access to federal agencies or to members of Congress. Not that Democrats have been above such things; it's just that GOP makes more of a point of it, has substantially more big-money donors. That's one reason in 1981-82 election cycle GOP National Committee and House and Senate campaign committees raked in $180.4 million compared to only $28.5 million for Democratic counterparts. That's more than 6-1, a margin they're expected to maintain this year.

Numbers

The Census Bureau estimates 173,936,000 Americans are eligible to vote this year, up nearly 10 million from 1980, most of that in the 25-44 age group, which constitutes 41.5 percent of all eligibles.

Women outnumber men in the voting-age population by 8 mililon, in percentage terms 52.3 to 47.7.

Blacks will comprise 11 percent of the electorate at 19 million, with 9 million Hispanics, 2.5 million Asians, and 865,000 American Indians eligible.

By region, the South has the most voting-age citizens at 59.1 million, followed by North Central states, 43 million; the Northeast, 37.5 million; the West, 34.3 million.

Odds 'n Ends

RECORD FUND-RAISER for the GOP as fat-cat dinner produces $4.7 million at $1,500 per plate. Reagan chose this audience of 3,000 of the well-heeled to challenge assertions that his policies favor rich at expense of poor. He got a big hand when he claimed tax code fairer now than before his administration, silence when he said (inaccurately) that richer Americans now shoulder bigger share of over-all tax load.

'JOE McCARTHY AWARD' nominations earned by GOP right-wing Reps. Newt Gingrich (Ga.) and Robert S. Walker (Pa.) for alerting nation to Democratic Red Menace. They use empty House floor for passionate speeches aimed at cable-TV audience of 17 million homes nationwide suggesting Democrats are handing the world over to Marxism. They even name names, about 51 of them. These guys are the spiritual heirs of Joe McCarthy and deserve an award in his name.

REAGAN-BUSH CAMPAIGN tests one-week $2 million TV ad theme with six 30-second spots in 27 major media markets. All Mom and apple pie in approach. None actually shows Reagan. Two main messages: "Now that our country is turning around, why would we ever turn back" and "Isn't it interesting that no one, anywhere, is saying the job of President is too big for one person?" Anyone care to respond?

JOURNEYMAN RIGHTIST Baker Armstrong Smith, once head of anti-union Center on National Labor Policy and a Reagan appointee in HUD, winds up as executive vice president of the U.S. Business and Industrial Council, neé the Southern States Industrial, one of the oldest, most rabidly union-baiting organizations in the land. One of his first acts, a letter to business people with a lot of blather about "labor bosses" who have "vowed to control the electoral process." (P.S. send money. Signed: Baker.)

Haleem Saddic Votes

Voting doesn't mean much of anything to you?

You figure, "Why bother?"

That's not how Haleem Saddic of Philadelphia feels.

He was in California visiting a daughter. He cut the visit short to fly home and vote in the recent Pennsylvania Democratic presidential primary. He declines to use absentee ballots and insists on going to the polls in person.

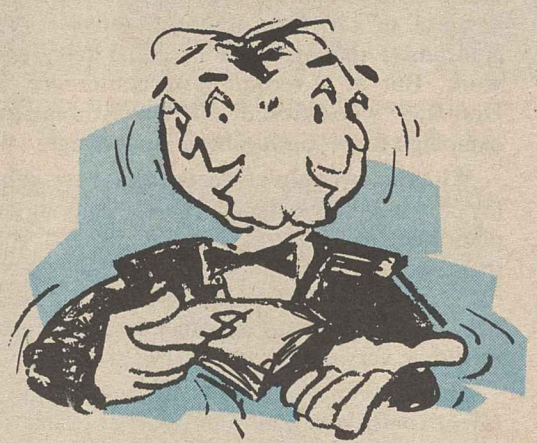
Another daughter with whom he lives in Philadelphia explains it this way: "He feels it's his duty to vote. He feels people aren't exercising their duty when they don't vote. They criticize government after the election, but they don't vote."

But Haleem Saddic votes.

He's 103 years old, and his vote in the Pennsylvania primary, election board records show, marked the 69th consecutive year he's participated in an election since he became a citizen in 1915.

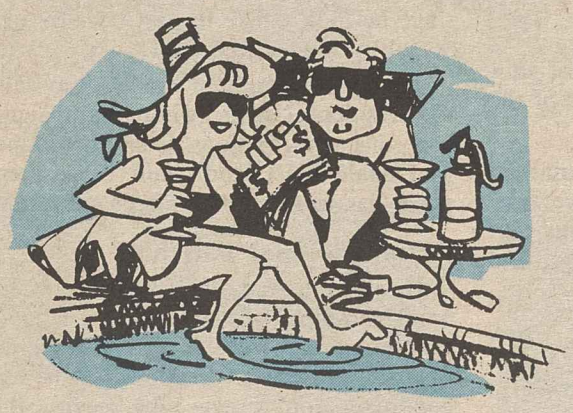
They're Better Off Than Four Years Ago!

Auto executives hand themselves million-dollar bonuses



"Have a bonus. Don't mind if I do."

Rich families get a $9,800 tax bonanza

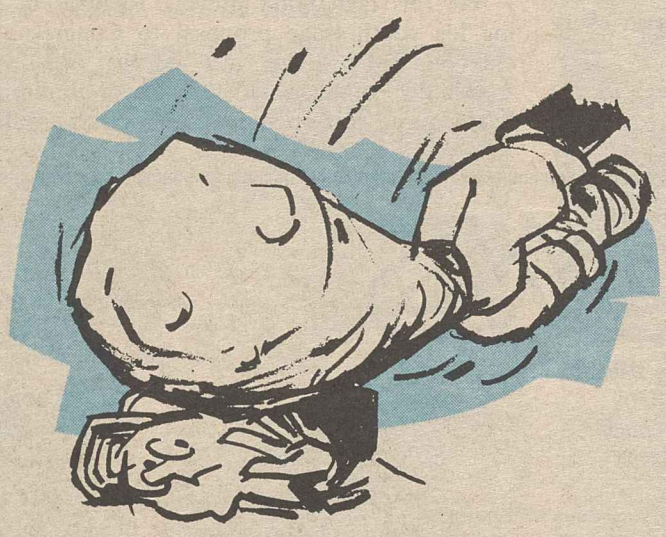


"Thank you, Ron."

Big investors fatten up on stock market

"Buy 8 million shares of Consolidated Corn Oil."

Merger-mania . . . big firms gobble up smaller ones . . . huge sums change hands . . . but it creates no jobs



Corporations use bankruptcy . . . or threat of it . . . to break unions, bludgeon give-backs out of workers. They call it "corrective bargaining."

Sure . . . They're Better Off . . . Are You?

REGISTER . . . VOTE

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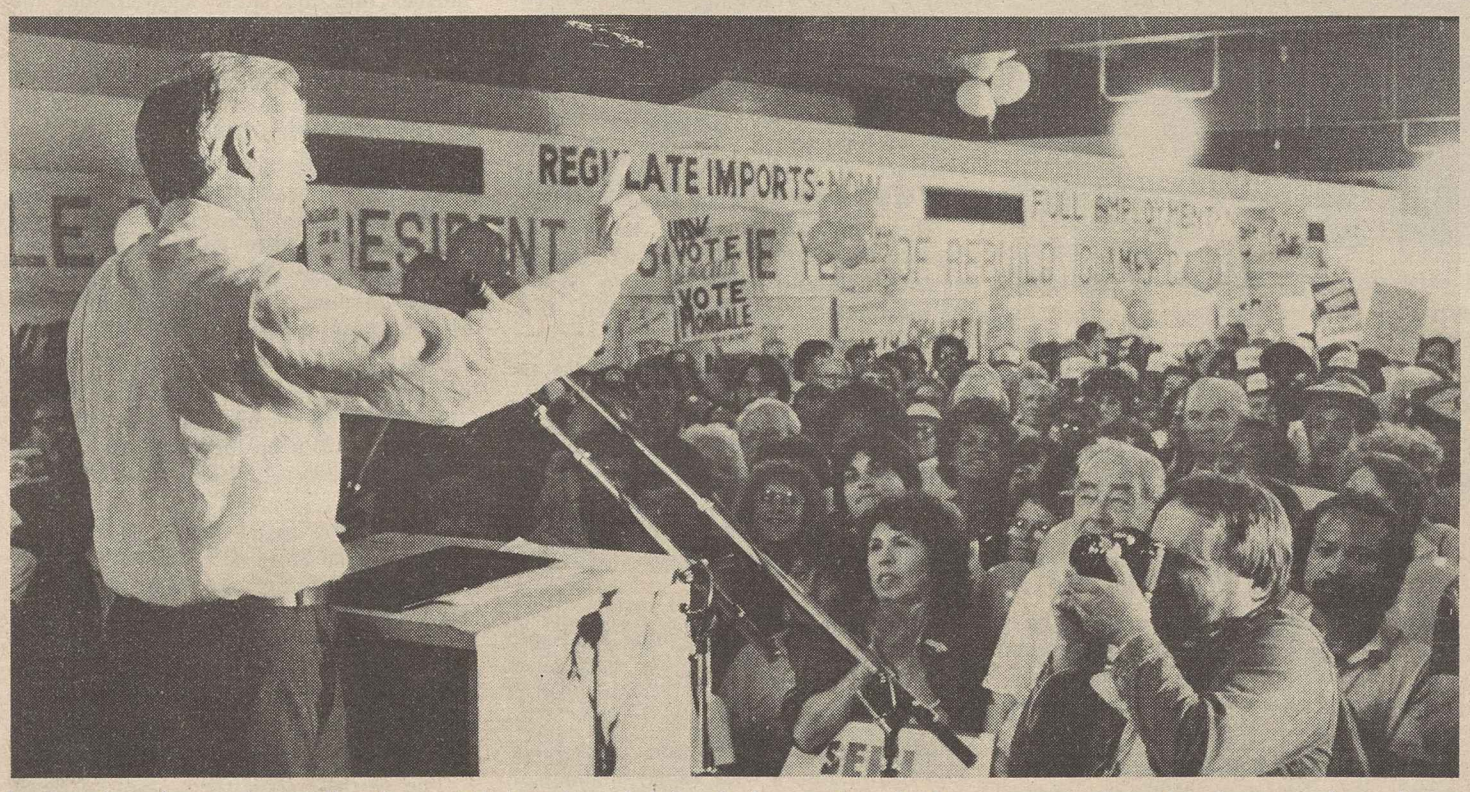
LEGISLATIVE ALERT!
PAGE 8

Mondale bids for election unity



In Los Angeles, union rally cheers Walter Mondale's pledge to "undo Reaganomics" and adopt trade policies "fair to American workers and business" when he is elected President in November.

Delegate tally assures win at convention

By David L. Perlman

Walter F. Mondale looked to his defeated rivals in the hard-fought battle for the Democratic presidential nomination to join in forging the strong party unity that will be needed to beat Ronald Reagan in November.

Mondale was assured of a first-ballot victory at the Democratic convention next month after the final round of primaries on June 5 brought his delegate count within a handful of the majority required. Declarations of support from previously uncommitted delegates the next day quickly put him over the top.

The victories scored by Mondale June 5 in New Jersey and West Virginia thwarted Sen. Gary Hart's faint hope of closing with a momentum strong enough to stampede the uncommitted delegates. Hart won California, New Mexico and South Dakota that same day, but he ended up too far back from the finish line.

In popular votes cast in primaries and caucuses, as well as in pledged delegates, Mondale was clearly the party's choice.

If Hart had swept the final primaries, campaign sources told reporters, House Democratic Caucus Chairman Gillis Long (La.) was prepared to lead what was supposed to become a bandwagon of new support for Hart. Instead, Long issued a call for party unity behind Mondale's candidacy.

Jackson delegates

Jesse Jackson, whose impressive strength among black voters held down the margin of Mondale's victory, will go into the convention with 367 committed delegates, based on a June 6 count. But Jackson was unable to put together the "rainbow coalition" he hoped would demonstrate a broad spectrum of support.

Hart ended the primary season with 1,212 delegate commitments—a stronger showing than non-aligned political observers could have anticipated last February, when the delegate selection process began with eight declared candidates. At that time, Ohio Sen. John Glenn was considered Mondale's chief competitor.

Mondale topped the 2,000 mark in committed delegates on June 6, with 1,967 needed for nomination. He is certain to pick up additional support from more than

Continued on Page 5

Tactics scored

Senate minority stalls bankruptcy law vote

Needed changes in the federal bankruptcy court system are being held up because Senators doing the bidding of the Chamber of Commerce are trying to block a labor-supported amendment, the AFL-CIO charged.

The amendment, cosponsored by Senators Bob Packwood (R-Ore.) and Dennis DeConcini (D-Ariz.), is intended to prevent companies from using bankruptcy proceedings as a pretext to tear up union contracts. It is a modification of a bankruptcy law amendment passed by the House earlier this year.

All indications are that the Packwood-DeConcini amendment will pass the Senate when it gets to a vote. But opponents have been unwilling to let the Senate act.

Denison noted in a letter to Senators that most business groups have indicated their willingness to have the labor-backed amendment included in the bankruptcy court bill. But the Chamber of Commerce has insisted in Senate testimony that "if the labor provisions are not deleted, the entire package should be defeated."

The legislation is needed, Denison said, and the Senate shouldn't allow the bankruptcy system to be held hostage because of "the stubbornness of a few."

The House, meanwhile, veered erratically in a series of votes on issues of concern to the AFL-CIO.

On the plus side was passage of a housing bill that included new public housing construction the Administration opposed.

Endowment funds deleted

On the minus side was defeat of funding for the Endowment for Democracy program inaugurated last year to help fund private sector programs to encourage democratic institutions abroad—including programs operated by the AFL-CIO, the Chamber of Commerce, and both the Democratic and Republican Parties.

The combination of no-strings government funding with private efforts to promote democracy has had support and opposition that crosses party lines. An amendment by Rep. Richard L. Ottinger (D-N.Y.) to delete the funding carried by a 226-173 margin.

If the Senate retains funding for the en-

Continued on Page 2

Shoe unions hit panel's refusal of import relief

Leaders of two unions representing shoe workers branded as "outrageous" a decision by the International Trade Commission that the import-battered American footwear industry has "adjusted" to the flood of foreign-made shoes and deserves no new relief from cutthroat foreign competition.

Food & Commercial Workers President William H. Wynn, Clothing & Textile Workers President Murray H. Finley and Sec.-Treas. Jacob Sheinkman, in a joint statement, called the ITC's June 6 ruling "simply an anti-worker decision."

The five-member commission voted unanimously to reject a plea from the unions and domestic shoe manufacturers for emergency relief from rapidly increasing shoe imports.

The commission acknowledged that shoe imports have now taken over 69 percent of the domestic market and are still marching on, but it said that since employers had been "generally" profitable, they would recommend no further relief measures.

Continued on Page 3

Copper strikers fight evictions

Morenci, Ariz. — Phelps Dodge Corp., the copper firm that forced more than 2,000 workers out on strike last July, now wants to evict them from their homes.

The company is seeking court approval to force families of strikers it claims to have "permanently replaced" to leave rented homes in the company towns that adjoin the copper facilities.

Attorneys for the Steelworkers and other unions in the bargaining coalition have countered with court action seeking to bar evictions.

As the strike passed its 11th month, the company widened the gap at the bargaining table by toughening its position.

Initially, it had brought on the strike by refusing to settle with the 13 cooperating unions representing Phelps Dodge workers on the same terms agreed to by other major companies. Because of a generally depressed industry outlook, the unions had agreed to pass up any general wage increase in a three-year contract, but a cost-of-living clause would remain in effect.

Sought concessions

Phelps Dodge, however, insisted on a rollback in pay scales and benefits, plus elimination of the COLA provision. It reopened with supervisors and imported strikebreakers, but the company's pre-strike profit turned into heavy losses.

Now, Phelps Dodge management declared, it can't afford the "offer" it had made to the unions before the strike and was pulling it back from the bargaining table. It promised to submit a new—presumably worse—contract proposal for the unions to consider.

Earlier this year, after the House Subcommittee on Labor-Management Relations undertook a study into the circumstances of the strike, Subcommittee Chairman William Clay (D-Mo.) said Phelps Dodge had put forth contract proposals that it knew the unions couldn't accept, and its "insistence upon those terms" made a strike inevitable.

Unions representing strikers at four Phelps Dodge facilities in Arizona and one in Texas include the Steelworkers, Boilermakers, Carpenters, Chemical Workers, Machinists, Operating Engineers, Painters, Plumbers & Pipefitters, Railway Carmen, United Transportation Union, the Morenci-Clifton Metal Trades Council and the unaffiliated Teamsters.

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6/9/84

Newly installed Steelworkers President Lynn Williams and Sec. Edgar Ball, right, at the USWA legislative conference in Washington.

Williams, Ball assume office at Steelworkers conference

The Steelworkers installed a new leadership team at the union's legislative conference in Washington with the inauguration of USWA President Lynn R. Williams and Sec. Edgar L. Ball.

Williams was certified by the union's board of tellers as the winner of a special Mar. 29 election over Treas. Frank McKee. Williams, secretary of the union for the last seven years, had been serving as acting president since the death of Lloyd McBride last November.

The final step of the election process came with adoption of the tellers' report by the union's executive board.

The 29-member board then elected Ball to fill the post of secretary vacated by Williams. Ball, 57, had been director of USWA District 37 based in Houston since 1977 and had served as a vice president of the Texas AFL-CIO.

International Rep. Jack R. Golden was appointed director of District 37. Golden has been on the USWA staff since 1965 and previously was an organizer for the AFL-CIO Industrial Union Dept.

Because McBride's death occurred several weeks short of the second anniversary of his election to a four-year term, constitutional provisions required a special referendum to elect a successor.

Both Williams and McKee were nominated for the post. Williams topped McKee by a vote of 192,767 to 136,264, according to the tellers' report.

The five tellers examined some 20 challenges to the election, and reconfirmed the results in the final report acted on by the board.

Williams, 59, is a native of Springfield, Ontario. He joined the union in 1947, and later was an organizer for the Canadian Labor Congress, a staff representative for the Steelworkers and director of the union's Canadian region.

He was elected USWA secretary in 1977 and was re-elected in 1981.

USWA votes loan

Dioxin victims' suits aided by union funds

The Steelworkers executive board voted to lend up to $1 million to finance lawsuits by 149 USWA members against the Monsanto Co. involving worker exposure to dioxin, a highly toxic chemical.

USWA President Lynn Williams said the move would send a message to companies that the union will be "tough and determined to fight the whole question of exposure to toxic substances."

He said it underscores "our willingness to fight any corporation that shows evidence of willfully violating job safety and health laws."

The loan will be made to attorneys representing USWA members who worked at the Monsanto plant in Nitro, W.Va., where dioxin was manufactured from 1948 to 1969.

The USWA said it was extending the loan—the first ever action of this type by the union—to assure that the lawyers, who have already invested $2.5 million worth of time and services in the multi-million dollar legal battle, could continue the fight. St. Louis attorney Paul Pratt is leading the effort for the workers.

Trial set

Each of the workers is suing Monsanto individually, and trial of the first seven cases begins June 18 in federal district court in Charleston, W.Va.

Dioxin is a highly toxic substance known to cause a wide range of illnesses, including skin disorders, liver abnormalties, birth defects and cancer.

It has been used as an herbicide, and during the Vietnam war was used in a jungle defoliant known as "Agent Orange."

The Monsanto workers, members of USWA Local 12369, were exposed to the substance in 1952 following a major explosion in the Nitro, W.Va., plant, according to USWA District 23 Director Paul D. Rusen.

Within a few months, he said, they began to experience allergic reactions including skin rashes and acne.

The disorders continued to plague the workers, and the company called in researchers from the University of Cincinnati to study the reactions to the chemical exposure and make recommendations.

Rusen said the company told the employees that the study showed that the only after-effects they would experience were the skin problems, but the results of the study were never made public.

Ongoing problems

But when the health problems continued over a period of years, the union's safety and health department—which was growing increasingly concerned over exposure to toxic substances in the workplace—obtained a copy of the University of Cincinnati report.

Although many of the results outlined in the report were inconclusive, Rusen said, the union became convinced that the company had been negligent in dealing with the workers' exposure to the substance.

The USWA asked Dr. Irving Selikoff of Mt. Sinai Hospital in New York to investigate. Selikoff, an expert on workplace health issues, found that problems cited in the original report had continued to affect the workers and their family members. A number of them have experienced high rates of cancer, miscarriages and children born with birth defects.

The workers took their cases to court in 1982, and the trial of the first group of cases—likely to set the precedent for all the others—is expected to take several months.

Agent Orange settlement

Earlier this year, seven chemical companies including Monsanto, settled out of court a class action suit by some 15,000 Vietnam veterans who were exposed to dioxin in Agent Orange.

Dioxin also forced the evacuation of Times Beach, Mo., in 1983 after the entire community was found to be contaminated with the chemical.

Jobless rate dips after 3 months of no change

By James M. Shevis

The nation's unemployment rate dropped to 7.5 percent—the level it had reached when President Reagan took office—after three months of no improvement.

The decline of three-tenths of 1 percent reflected a rise in employment over the month, but the number of jobless was above 8.5 million by official count and substantially higher if "discouraged" jobseekers were counted.

"When the President took office, he said he had policies and programs to improve the jobless situation in America," AFL-CIO Research Director Rudy Oswald observed. "He's had nearly four years in office, and the jobless rate is still where it was when he was inaugurated—at a very high historical level."

Employment during May, as measured by the Labor Dept.'s survey of households, jumped by a seasonally adjusted 883,000. But many analysts questioned the accuracy of the figure, noting that a separate survey of employer payrolls showed employment up only 232,000 during the month.

Even Commissioner Janet L. Norwood of the department's Bureau of Labor Statistics was skeptical of the figures.

Changes 'overstated'

"Seasonal adjustment of employment—as well as unemployment—is especially difficult at this time of year," she told the congressional Joint Economic Committee. "The changes reported in the household survey may be somewhat overstated."

While differences in the scope of the two surveys may explain some of the variations, she suggested that factors such as the influx of young people into the job market in summer and the increase in outdoor employment may not have been fully accounted for.

The May figures showed gains throughout the economy, except for manufacturing, with reduced jobless rates for all major categories of workers: adult men, adult women, teenagers, whites, blacks, and Hispanic workers.

For the first time, more than half of all adult women in the United States held jobs in May. BLS said that 50.5 percent of all women 20 years or older held jobs last month, up from 49.9 percent in April. The ratio for men was 4.8 percent.

The trend of increasing participation in the workforce by women has been going on for some time as creeping inflation has forced them to take jobs to make ends meet.

The May decline in unemployment was accompanied by a big growth in the labor force. The total civilian workforce increased by 558,000 to 113.8 million. Civilian employment, measured by the household survey, was 105.3 million in May, up from 104.4 million the previous month.

'True' unemployment

By BLS's count, the number of unemployed Americans last month was 8.51 million, but if the 1.3 million so-called discouraged workers — those who have given up looking for work because they think there are no jobs for them—and the 5.4 million on part-time work who can't find full-time work are factored in, "true" unemployment was 11 percent, with 12.6 million out of work, the AFL-CIO's Dept. of Economic Research estimated.

On the employment side, BLS said that adult women accounted for two-thirds of the 883,000 rise in jobs in May, while adult men accounted for the other one-third. The jobless rate for men fell four-tenths of 1 percent to 6.5 percent. For women, the rate declined two-tenths of 1 percent to 6.8 percent.

Teenagers' jobless rate dropped four-tenths of 1 percent to 19 percent. The rate for blacks fell a full percentage point, to 15.8 percent, while the rate for whites dropped three-tenths of 1 percent to 6.4 percent. Hispanics saw their rate decline a full percent to 10.5 percent.

The average number of hours worked by nonfarm employees in the private sector fell two-tenths of 1 percent to 35.3 hours and overtime in manufacturing dropped from 3.7 to 3.4 hours a week.

BLS's survey of employers showed employment rose by 230,000 to a seasonally adjusted 93.7 million in May, mostly in services and construction.

Bankruptcy, immigration bills await action

Continued from Page 1

dowment in its version of the State Dept. appropriations bill, the issue will be resolved in a House-Senate conference.

The housing bill, passed by a 282-110 vote, expands an experimental voucher system the Administration supports but not at the levels proposed in the President's budget.

Under the voucher system, low-income families would in effect be given a sum of money based on their income and average costs for rental housing in their communities. If they found a cheaper unit, their out-of-pocket costs would be less. But if their apartment rented for a higher price, they would have to pay the added amount.

The Administration wanted this program to replace the older subsidy program under which the government pays a portion of the rent in eligible housing, based on income.

Neither of the programs directly increases the supply of low-cost housing.

10,000 new units

In changing the Administration's priorities, and adding some $3.8 billion to the budget request, the House voted funds to construct 10,000 new public housing units. It also provided more direct subsidies and fewer vouchers than the Administration asked.

Ahead on the House calendar is an immigration reform bill that the AFL-CIO has urged be improved with amendments.

In a letter to House members, the AFL-CIO reiterated its support for sanctions to deter employers from hiring persons not authorized to work in the United States, and a forgery-proof work-related identification system. The letter stressed the federation's support also for "the most generous, practical legalization program for those undocumented persons who have become settled, contributing members of their communities."

The federation is supporting amendments by Rep. Augustus F. Hawkins (D-Calif.) to toughen safeguards against discrimination in employment and an amendment by Rep. George Miller (D-Calif.) to put stronger restrictions on the import of temporary farm workers.

Labor presses Congress to mend tax bills

The AFL-CIO has urged a House-Senate conference committee to reconcile differences between tax bills passed by the two chambers in a way that will combine the goals of increased revenues and a fair tax structure.

Some revenue-losers that Legislative Director Ray Denison said should be dropped from the final version of the tax bill are:

- Senate-passed provisions giving special tax breaks and regulatory exemptions to firms locating in so-called urban enterprise zones. No new jobs would be created, but billions of dollars of tax revenue would be lost, Denison wrote conferees.
- A phaseout of the 30 percent withholding tax on interest paid to foreign investors, which would invite non-productive speculative "hot money" investments.
- Extension of the so-called targeted jobs tax credit which has been a source of windfall gains for employers without generating new jobs or significantly helping the target groups.
- A proposed new program of tax preferences for export promotion.
- A decrease in the length of time securities must be held before taking advantage of long-term capital gains tax rates.
- Expansion of the individual retirement accounts program that benefits primarily upper-income households.

More equity urged

Denison also urged adoption of various provisions passed by the House or the Senate, including limitations on certain types of tax-exempt industrial development bonds and clarification of the tax-exempt status of various fringe benefits.

Excise tax increases that fall heaviest on workers should to the maximum extent possible be replaced by more equitable tax law changes, Denison urged.

What Donovan overlooked

Labor Sec. Raymond J. Donovan was greeted by some of his own employees when he arrived at an industrial relations conference to speak on labor-management cooperation. Members of Local 12 of the Government Employees protested that Donovan "has presided over the destruction of any semblance of cooperation" between the Labor Dept. and the union that bargains for its employees. In his address to the conference, Donovan contended that labor and management are experiencing an "increased sense of mutuality in their relationship."

Contempt citations sought for ITU-Teamster mailings

San Francisco—Six Typographical Union members who sued in April to block an ITU-Teamsters merger referendum are back in federal court here seeking a contempt citation against ITU officials on charges of illegally using union funds to promote the merger.

U.S. District Court Judge Thelton E. Henderson scheduled a hearing for June 18 on the motion for contempt. It was his May 1 ruling that stayed the merger referendum until the executive board officers have been determined by a re-run election.

The Labor Dept. will monitor the election, and will mail out ballots to ITU members on June 22. The results are to be announced by July 31.

Judge Henderson's earlier ruling forbids ITU officers from spending union funds or using the services of the ITU staff to promote merger with any organization.

The subsequent publication of the union's own journal and a special mailing of a letter from Teamsters President Jackie Presser—along with the May issue of International Teamster—to all key officials of the ITU were the central issues in the request for a contempt of court citation. The Teamsters journal included articles urging a merger.

Publication misuse

Court documents, filed by the six ITU members, charged that by allowing the mailings, the ITU board attempted to "convey to all union members the unmistakable message that each of the officers continues to support merger with the Teamsters" through articles that were prepared for publication. The May issue of the Typographical Journal contained nearly blank pages where the officers' reports appear each month.

The petitioners also charged that the mailing of Teamster materials "accomplished through access to the ITU mailing list and through the efforts of ITU employees at ITU facilities" violates the spirit of the court order.

Robert McMichen, a candidate for president and winner of last November's union election, asserted that the Labor Dept. is permitting the Teamsters to interfere with the new election by allowing the mailing of the Teamster materials.

NLRB certifies Paperworkers after long delay

Fayetteville, N.C.—The National Labor Relations Board, after a four-year delay, upheld a representation election victory for the Paperworkers and certified the union as bargaining agent for more than 800 Purolator Products employees.

In March 1980, workers at the plant voted for UPIU representation. But because of ballot challenges and filings of unfair labor practice charges, the NLRB did not issue a certification.

The NLRB ruled, after deciding to disregard 68 votes cast by ineligible "manufacturing supervisory assistants," that the union had won the election.

The unfair labor practice charges were based on the firing of one worker and the three-day suspension and job transfer of another for union activity.

In its decision, the NLRB ordered the firm to reinstate the fired employee and give both workers back pay expected to total more than $50,000. The Purolator plant manufactures automotive filters.

UPIU President Wayne E. Glenn commended the workers for their endurance and hard-earned victory, and observed:

"Fighting for rights that should be guaranteed to all workers has been a part of organized labor from the beginning. Purolator was trying to deny certain rights to the 800 employees at its plant here.

"It is heartening to know their rights have been upheld and that we can now provide the representation the workers asked for four years ago."

Denver boycott coalition set to cut off Coors beer sales

Denver—Black, Hispanic and student organizations are stepping up labor's boycott of Coors beer through a coalition coordinated by the Denver chapter of the A. Philip Randolph Institute.

Coors beer sales have dropped sharply in several western states as a result of the seven-year-old boycott. The Adolf Coors Co. is headquartered in Denver's backyard of Golden, Colo.

The alliance was sparked by racist remarks that the beer company's chairman, William Coors, uttered earlier this year. Coors questioned the "intellectual capacity" of blacks and suggested they had been done a favor by slave traders who brought their ancestors to America "in chains."

Black support

At a forum called to launch the coalition, APRI President Norman Hill stressed that the organization of black trade unionists has been a strong supporter of the Coors boycott since it began in 1977, and he urged black community leaders to intensify efforts in the action against "one of the worst anti-union, anti-worker companies" in the nation.

Lonnie R. Haynes of the Oil, Chemical & Atomic Workers headquarters staff called for an expansion of the labor-led boycott "to all black communities around the country where Coors beer is sold." Haynes is project coordinator for the Denver APRI chapter.

Sharon Stewart, representing the community-based Northeast Denver Coors Boycott Committee, said the coalition will also publicize the connection between the Coors family and a number of ultra right-wing political groups.

Tammy Williams, head of a black college students association, reported that Coors's remarks were spurring support of the boycott on area college campuses.

Representatives of the Labor Council for Latin American Advancement and Frontlash, the labor-backed youth organization, also outlined a boycott agenda for the Hispanic community and youths.

AFL-CIO Field Rep. David Sickler, national coordinator of the boycott, told the participants that Coors sales have slumped in every state where the beer was being sold when the boycott began.

Sickler said that in 1979 Coors brewed about 14 million barrels of beer sold in only 13 western states—and it was the number one seller in nearly all those markets. Today, he pointed out, Coors is making about 13.7 million barrels but it is trying to sell it in 28 states, and the beer is no longer the top seller in virtually all of its original market.

In a separate development, the NAACP renewed its national boycott of Coors. The civil rights organization had been attempting to urge the company to provide funds for improvement programs in black communities and to do more business with black distributors.

The AFL-CIO launched the Coors boycott in July 1977, after the company provoked a strike by union members and then called in strikebreakers.

Federation ends boycott against Tyson Foods

At the request of the Food & Commercial Workers, the AFL-CIO has removed Tyson Foods Co. from its boycott list.

UFCW President William H. Wynn said the union was ending the boycott as part of a settlement of outstanding issues with the company which markets poultry products. The company's brand names include Tyson, Tyson Rock, Greenwich Rock and Patty Jean Rock.

The UFCW initiated the boycott in January 1983.

Unions assail trade decision on effects of shoe imports

Continued from Page 1

As the unions see it, the ITC has concluded that the industry has "adjusted" to the siege of imports, but all workers get is "to adjust to unemployment."

To stay profitable, "the industry can turn to imports, but what can the workers turn to for their livelihoods?" the union officers said.

The ruling, they said, has left them with a sense that "if you are a big, rich industry you can get import relief; if you are small and poor, you are expendable. And more than this, the whole credibility of the import relief process has been destroyed."

Wynn, Finley and Sheinkman stressed that the outcome of the decision "leaves us with no other option but to seek a complete change in the process. We will continue to fight for our shoe workers."

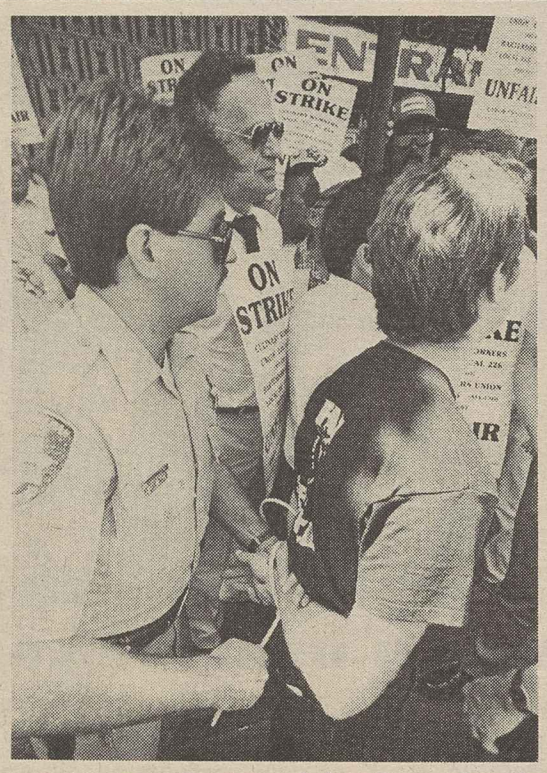
George Langstaff, president of the Footwear Industries of America, said he was "appalled" by the ITC ruling in the face of clear evidence that the domestic market over the years has been captured "by an avalanche of low-wage foreign shoes."

Langstaff said the employer-union coalition is not giving up on attempts to win relief and will meet to consider alternative action. He pointed out that the FIA will also press for adoption of federal legislation to impose quotas on non-rubber footwear imports.

Earlier this year, the shoe unions were joined in their effort to get the ITC to recommend relief by AFL-CIO President Lane Kirkland who warned then that the commission's decision "could mean life or death to an entire industry."

Previous ITC decisions have documented the erosion of jobs in the U.S. shoe industry and recommended that President Reagan impose quotas and marketing agreements to limit imports. Action to save the industry was pursued by the Carter Administration, but in 1981, although imports held 51 percent of the domestic market, the Reagan Administration rejected recommendations for continued import curbs.

AFL-CIO President Lane Kirkland walks line with strikers at the Four Queens casino.



Despite peaceful nature of picketing, local police arrest a striker.

Singer Wayne Newton with Kirkland and HERE Organizing Director Sirabella at strike fund benefit show.

New settlements isolate holdout hotels in Vegas

Las Vegas, Nev.—The marathon strike of hotel workers edged closer to the finish line as agreements were reached between three of the four striking union locals and four more major hotel-casinos. But the walkout continues at several other properties, and the unions are stressing that "the strike is not over."

Picket lines came down at the MGM Grand, Desert Inn, Sands, Tropicana and Frontier hotels on the Strip after Musicians Local 369 reached tentative agreements with the resorts. Two Hotel Employees & Restaurant Employees unions, Culinary Local 325 and Bartenders Local 165, had reached settlements with the hotels, two weeks ago, but in a continuing pledge of solidarity that includes Stage Employees Local 720, the unions agreed to keep picket lines up until all unions have settled. The Musicians and IATSE have not reached terms with the Sands.

In the case of the most recent settlements with the other three unions, however, the Stage Employees agreed to drop their lines for two days as "an act of good faith" toward the employers in hopes of quickly getting a new pact. The unions agreed, as well, that if Local 720 does not settle, the lines will go back up, but HERE members will continue to go to work. The Musicians—who work in the hotel night clubs with the Stage Employees—said they will not cross if picket lines go back up.

Solidarity on the line

While the most recent settlements were being hammered out, hotel workers continued to rally around brothers and sisters still on strike in the action that brought some 17,000 hotel workers off their jobs Apr. 2.

At a mass rally last week, 6,000 hotel workers cheered AFL-CIO President Lane Kirkland when he pledged the continued financial and moral support of the AFL-CIO to the unions and told the workers that the strike is "not just your struggle but the struggle of the entire labor movement."

The same day, Kirkland joined some 100 marchers on the picket line outside the Four Queens Hotel and that evening participated in a special "Harmony Night" show for strikers at the Aladdin Hotel that was headlined by singer Wayne Newton who donated his services. HERE said Newton had also been a strong supporter of the unions during a 1976 walkout that lasted for two weeks.

On the picket line, when four marchers were arrested, Kirkland admonished police for their harsh treatment of the strikers. He denounced the violations of constitutional rights suffered by peaceful pickets throughout the strike. Three of those detained were HERE international representatives.

The unions reported that nearly 1,000 strikers—as well as about 20 bystanders, including tourists and reporters—have been arrested over the nearly 70-day course of the strike.

In an address to strikers, Kirkland was sharply critical of hotel owners who he said had purposely created an "adversarial relationship" to force the strike.

He scored management for its "economic greed and injustice" throughout the dispute, and charged that the use of "rent-a-cops" as private security forces had given a "violence-prone" cast to the dispute.

Strikers praised

"The workers who steadfastly walked the picket line, undismayed by private armies and public jails, have written a shining new chapter in the labor-management history," Kirkland stressed.

"They were never alone. Beside them, every step of the way, were 14 million members of an aroused national labor movement."

The strike has cost the city more than $300 million, not including substantially reduced gambling revenues to the casinos and lost tax income to the city and state.

About 4,000 workers are back on the job at the hotels where the most recent pacts were reached.

At presstime, talks were scheduled between the Musicians and the Sands. Although the Stage Employees still have not reached agreements with any of the five resorts, the union said it hoped its "good faith" removal of pickets for two days, and its willingness to bargain, will smooth the way for settlements.

Key issues still blocking progress are management demands for cuts in guaranteed work and the use of taped music.

About 3,000 HERE members are still on strike at other major resorts including one Strip hotel, the Marina, and five others in downtown Las Vegas or outlying parts of town. They include two Holiday Inns, Golden Gate, California Club, Four Queens and Sam's Town.

Among the unresolved issues are demands by management to retain scabs hired during the walkout.

Buttons are in

A government agency can't issue a blanket prohibition against the wearing of political buttons at work, a federal court ruled.

The Veterans Administration tried to do so, and VA supervisors ordered workers to take off "AFGE for Mondale" buttons distributed by their unions.

The Government Employees challenged the agency's policy and District Judge Harold H. Greene ruled that the VA had overstepped its powers. He told the agency that its across-the-board ban on political buttons was out. He gave the agency the option of proposing a more limited restriction on political buttons and spelling out the justifications for its proposal. If the AFGE disagrees, it will be free to challenge the revised policy.

Conferees urged to reject Senate cuts in Medicare

The National Council of Senior Citizens has called on a House-Senate conference committee to reject the severe Medicare cutbacks called for in the Senate-passed version of a deficit reduction bill.

Most of the $9 billion in Medicare "savings" to be achieved by fiscal 1987 would come through higher charges to the elderly, NCSC Executive Director William R. Hutton stressed.

Among the changes Hutton said would raise costs are:

- Lifting the present ceiling on premiums now charged the elderly for Part B of Medicare, which covers non-hospital medical insurance. The present $14.60 a month could more than double by 1990 under the Senate formula.
- Raising from $75 to $86 the deductible that patients must pay before receiving any medical payments.

Hutton pointed out that the proposed cuts come on top of the heavy reductions already made in the Medicare program under the Reagan Administration.

Seminar cautions local unions on reporting pitfalls

Baltimore—The Internal Revenue Service and Labor Dept. are stepping up audits and investigations of local union activities, and labor groups can be well-prepared in advance by following a full-time policy of accurate bookkeeping, careful recordkeeping and prompt reporting, participants in a union financial seminar were told.

The one-day session, sponsored by the Baltimore AFL-CIO, drew some 140 representatives of 66 Baltimore area local unions. Speakers from the federal agencies and private accounting firms discussed government reporting requirements, federal laws covering union elections, protection of union assets and methods of accounting.

Baltimore AFL-CIO President Henry Koellein, Jr. stressed that local union officials "have a tremendous responsibility to make sure the union's finances are in order." He warned that "the IRS is cracking down on enforcement and compliance," and unions must "act responsibly" to protect their right to tax-exempt status.

Arthur Bronfein, a certified public accountant, told participants that every union should have an independent, professional audit of its finances annually. He recommended that every local also set up an audit committee as a method for internal control of the safety of the union's assets. The committee, he suggested, can also oversee the filing of all government reporting documents to make sure they are accurate and filed on time.

Keep records

Participants were also urged to keep accurate minutes of all union meetings, maintain copies in their own records of all reporting forms sent to the government, keep careful and separate accounts for dues and voluntary political action contributions, and assign specific responsibility to an official for filing reports with the government.

Dennis Brose, an IRS field auditor, told the conference that the government is now actively assessing penalties against unions that fail to file required IRS documents on time. Local union officers can be held responsible for the penalties, he said.

Cement Workers strike Lehigh, get pact at Lone Star

Chicago—The Cement, Lime, Gypsum & Allied Workers division of the Boilermakers approved a new three-year agreement with Lone Star Industries, the nation's largest cement maker, but was forced to strike another major producer resisting long-established pattern bargaining.

The strike against Lehigh Portland Cement Co. came a week after the union settled with Lone Star on a contract providing wage and benefit improvements for some 1,500 workers at plants across the country. The agreement was ratified by a vote of more than 5 to 1, said Richard Northrip, the union's cement divsion director.

Lone Star employees will receive a wage increase of approximately 2.5 percent in each year of the contract. Pensions were improved, and the employer agreed to additional contributions to the supplemental unemployment benefits plan. The workers agreed to changes in the insurance plan in recognition of higher medical and health care costs, and to relief for the company in the areas of vacations, holidays and productivity.

Northrip noted that union concessions come on the heels of record worker productivity levels last year when labor costs were the lowest in the industry in over 30 years.

He said the strike against Lehigh, now in its fourth week, resulted from company tactics to break a 25-year-old pattern bargaining arrangement in the industry.

"We offered Lehigh the same settlement we negotiated with Lone Star," Northrip said, "but they want more."

Twelve-hundred workers are involved in the Lehigh dispute, with about 12,000 affected by the industry bargaining.

Marathon primaries end

Mondale over the top in delegates' support

Continued from Page 1

200 delegates still uncommitted or elected as supporters of candidates no longer in the race.

In the end, the labor support and the strong backing of other elements of the traditional Democratic Party constituency proved an asset, not the liability that Hart had sought to make it.

Hart generally did best in the states in which persons not registered as Democrats were allowed to take part in the Democratic primary. He sought to show that this made him more "electable" than Mondale, and to picture himself as the candidate of "new ideas" running against a representative of "old" politics who was tied to "special interests" such as organized labor.

But Mondale challenged Hart with a "where's the beef" campaign that stopped the momentum Hart had achieved with his early string of New England victories. And as the campaign moved into the big-population industrial states, the groundswell was clearly with Mondale.

Big union vote

Exit polls by television networks and newspapers repeatedly found high support for Mondale among voters from union households. And get-out-the-vote efforts among union members were spurred by resentment over what AFL-CIO President Lane Kirkland termed "labor baiting" by the Hart campaign.

At a rally for Mondale in Los Angeles before the primary, Kirkland said he anticipates that Republicans will likewise try to tie a "special interest" label to labor's support of Mondale. "That's a sure crowd-pleaser in the citadels of the right wing and causes the knees of big business to jerk in unison," Kirkland commented.

Mondale sounded a November campaign theme at the Los Angeles labor rally, accusing Reagan of viewing the country through "Rose Garden-colored glasses" and ignoring high unemployment, soaring trade deficits and huge federal deficits.

Labor's role was clearly a factor in Mondale's one-sided victory in highly organized West Virginia, where polls showed him receiving close to 70 percent of votes from union members. The unaffiliated Mine Workers, as well as the AFL-CIO, had endorsed Mondale.

Mondale preferred

In New Jersey, the New York Times/CBS News Poll showed voters from union households accounted for almost one-third of the primary turnout and chose Mondale by close to a two-to-one margin. Other polls showed Mondale with pluralities over Hart among virtually every group measured, including independents who had been assumed to be part of the Hart constituency.

Post-primary endorsements of Mondale ranged from Atlanta Mayor Andrew Young to Alabama Gov. George Wallace.

It was Mondale, himself, who gave the epilogue to the grueling primary campaign.

Speaking to his home-state supporters in St. Paul, Minn., as the June 5 primary results were being tallied, Mondale recalled that he had predicted three months ago that "this would be a marathon." But, he added, even in a long, hard race, there is always a finish line and a winner. "This is it and here I am."

Democrats pick strong crop of congressional candidates

Voters across the country have been picking candidates for Congress as well as the presidency, and there has been some good news for the Democrats in recent primaries.

In Mississippi, two conservative Republicans in Congress will face strong Democratic opponents.

A House contest in Mississippi's 2nd District is a rematch between Republican Webb Franklin and State Sen. Robert G. Clark, a highly regarded black legislator who is a veteran of the civil rights movement. Clark narrowly lost to Franklin two years ago, but a realignment has given the district a black majority. Franklin's first-term COPE record has been one right, 16 wrong votes.

In the Senate race, incumbent Republican Thad Cochran will face a strong Democratic opponent, former Gov. William Winter. It's one of the six seats the Democrats need to give them control of the Senate.

Texas contest

A Texas runoff for the Democratic senatorial nomination produced a hair-thin victory for a labor-endorsed liberal, State Sen. Lloyd Doggett, subject to a possible recount. He edged out Rep. Kent Hance, a leader in the conservative "boll weevil" bloc in the House. Incumbent Republican Sen. John Tower is retiring and the GOP has nominated Rep. Phil Gramm, the former boll weevil Democrat who switched parties.

In Iowa, Rep. Tom Harkin was unopposed for the Democratic Senate nomination to run against a clearly vulnerable Republican incumbent, Roger Jepsen, whose career COPE record was 89 wrong, nine right. Harkin had 128 right, 42 wrong votes in the House.

West Virginia Gov. John D. Rockefeller IV was the easy winner for the Democratic nomination to succeed retiring Sen. Jennings Randolph. He faces a wealthy businessman, John Raese.

In some other Senate primaries in states with Republican incumbents, Democrats picked George Cunningham, an aide to former Sen. George McGovern, to run against Larry Pressler in South Dakota; in New Mexico, State Sen. Judith Pratt won the nomination and will face Pete V. Domenici in November.

Incumbents of both parties generally had little trouble winning renomination. One House race watched with interest was the renomination bid of Judiciary Committee Chairman Peter W. Rodino, Jr., in a district that is now predominantly black. But Rodino, a strong civil rights ally, won with 77 percent of the vote.

In New Jersey's 4th District, Democrats nominated James C. Hedden, who is state political director for the State, County & Municipal Employees.

ACTWU Local 643 union hall, damaged by tornado, served as regional disaster relief headquarters of the Red Cross in nothern Mississippi..

Union leads relief efforts in tornado-devastated town

Water Valley, Miss. — Clothing & Textile Workers Local 643 earned a vote of appreciation from this small community when the union helped lead emergency aid efforts after the town was devastated by tornadoes and flooding.

On a Saturday afternoon in late April, twin funnel clouds zig-zagged their way through the town of 4,500. In less than five minutes, sections of the community were leveled, seven persons were killed and scores injured. Property damage exceeded $25 million.

Among the active and retired members of Local 643, there were 28 families who lost everything they owned and 27 more whose homes were heavily damaged. Another 450 local members were suddenly out of work when the storm destroyed the Big Yank Manufacturing Co. plant.

Then, as the town set about the task of rebuilding, the community was inundated by flood waters caused by a fierce storm that dumped six inches of rain in two hours. The business district was hit hardest with water levels reaching five feet, and a number of Local 643 members again were victimized by the weather.

Shortly after the tornadoes raked the area, the American Red Cross set up its 12-county disaster headquarters in the Local 643 union hall. Chuck Johnson, coordinator of the Coastline Disaster Project, arranged with the Mississippi ACTWU Joint Board and the local for the Red Cross's use of the building. The union hall itself sustained about $20,000 in damage and is still undergoing repairs.

The Coastline Disaster Project is a unique partnership between the Red Cross and labor in which union halls along the Gulf and Atlantic coasts are used as administrative disaster headquarters in emergencies. Although Local 643 was not part of the project, the union is considering joining.

Through the efforts of the Communications Workers, emergency telephone lines were installed to the local's union hall, and Electrical Workers restored power there on a priority basis. Within 24 hours, the disaster headquarters was in action.

The Red Cross effort will remain in place at Local 643 until July to aid the town's victims.

In many instances, the Local 643 members who escaped both disasters assisted individually in the recovery efforts.

Food distributed

The local and its retirees' club distributed canned goods to the victims and organized two mass feedings for the devastated neighborhoods. The retirees plan another dinner later this month.

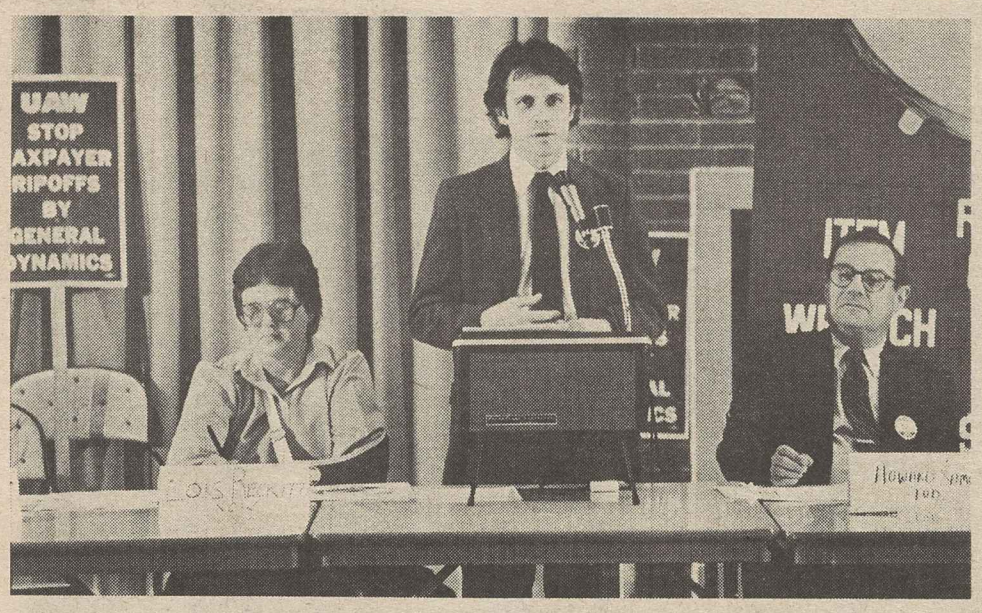
Of prime assistance to the local members was the disaster assistance fund set up by the ACTWU executive board shortly after the tornadoes struck.

The ACTWU board started a fund-raising drive among union's joint boards and locals with an initial $10,000 grant. Since then, another $20,000 has been contributed.

Danny Forsyth, an ACTWU organizer, is a resident of the town and one of four international staffers sent in to aid the local members.

"You see this kind of thing on TV all the time and you don't realize it could happen to you," Forsyth said.

Destruction of Local 643 member Sadie Johnson's home typifies scene in Water Valley after tornadoes hit.



Stockholder dynamics

Anti-worker and anti-taxpayer activities of General Dynamics Corp. are detailed at a "Concerned Shareholders Meeting" in St. Louis attended by some 200 labor, community and religious leaders. At the podium is Bob McIntyre of Citizens for Tax Justice with Lois Reckitt, executive vice president of the National Organization of Women, and President Howard D. Samuel of the AFL-CIO Industrial Union Dept.

Canadian Labor Congress sets shorter workweek goal

Montreal—The Canadian Labor Congress went on record at its 15th biennial convention in favor of a shorter workweek with no loss in pay as a way of generating needed jobs.

Similar to efforts in West Germany and Britain, the reduced workweek is the linchpin of a "Jobs and Justice" action plan adopted by the CLC as a response to Canada's "phantom" economic recovery.

The 2,350 delegates reaffirmed support for Canada's social democratic New Democratic Party. "Let's have a new slogan," said CLC President Dennis McDermott. "Let's make it, 'Collective balloting is as important as collective bargaining.'"

In addressing pressing social concerns, the CLC executive board sponsored an accelerated move to open the governing body to more leadership positions for women.

The convention approved the board's recommendation to increase the number of vice presidents at-large from eight to 14. The six new positions must, by constitutional amendment, go to women.

Women's rights

Delegates approved an affirmative action program for women in all areas of union activity from collective bargaining proposals to local union administration.

The convention also adopted a comprehensive policy statement in support of nuclear disarmament, including a call for a ban on all testing of cruise missiles in Canada.

The AFL-CIO fraternal delegate, Steelworkers President Lynn Williams, told the convention he welcomed the "opportunity to report on the renewed spirit of courage and determination" within the federation.

Cites problems

Williams reviewed the casualty toll that right-wing policies have created in the United States, citing crippling unemployment and the accompanying declines in union membership. He criticized the misuse of technological change to hurt, rather than help, workers. And he said international trade should be "a boon to mankind" rather than a point of friction that might again lead to war.

"Let us be thankful that we have had the labor movement during this period," said Williams. "It is not hard to imagine how much worse things might have been," he said. All it takes is a look at those places where there are no such institutions as trade unions, he added.

Allan Sapper, the fraternal delegate representing the British Trades Union Congress, recalled for delegates the 150-year history of trade union militancy in his country.

Today's trade unionists in Canada, South Africa and Britain "are not made of lesser stuff than those who went before us," Sapper said. "We owe it to them to keep the trade union flag flying."

U.S. fleet concerns

Seafarers convention spotlights policy issues

Piney Point, Md.—A call for a coordinated national maritime policy with job security for the crews of American-flag ships was the keynote of the Seafarers triennial convention here.

Delegates adopted a resolution prodding the Reagan Administration to assist the industry in meeting the competition of maritime nations that heavily subsidize their fleets.

The convention called for programs to insure the "maintenance and retention of an adequate, efficient and modern fleet sufficient to satisfy America's national and economic security needs."

It also strongly supported the Jones Act, which stipulates that cargoes between U.S. ports must be carried on American-flag ships.

SIU President Frank Drozak, re-elected to a second three-year term, told the 300 delegates to the three-day convention that the last four years "have been the most detrimental to the working man and women of this country because of the anti-maritime and anti-labor Administration in the Oval Office.

"If we have four more years of Reaganomics, the American trade union movement will not be as we know it today," Drozak warned.

The delegates approved 51 resolutions aimed at rebuilding the industry and protecting the jobs of the union's 80,000 members.

A major resolution on the national economy strongly opposed President Reagan's economic policies and called for redirecting them toward full employment and revitalization of the nation's industrial base.

Another resolution called on the Administration and Congress to formulate an industrial policy to achieve balanced and equitable economic growth.

Grass-roots politics

Other key measures committed the union's energies and resources to a grass-roots political campaign to educate political candidates on the need for strengthening the U.S. merchant marine.

Another pointed out the vital role of the U.S. fishing industry in the economy, and stressed that it should be protected against the predatory practices of other fishing nations.

The delegates also re-elected Sec.-Treas. Joseph DiGiorgio and 18 vice presidents.

Among the speakers were Rep. Walter Jones (D-N.C.), chairman of the House Merchant Marine Committee; AFL-CIO President Lane Kirkland, Sheet Metal Workers President Edward Carlough, Operating Engineers Vice President Stephen Leslie, Longshoremen's Vice President Frank Lonardo, Executive Vice President Raymond McKay of the Marine Engineers and Executive Sec.-Treas. Jean Ingrao of the AFL-CIO Maritime Trades Dept.

Sen. Paul Sarbanes (D-Md.) warned that there are "strong economic interests in this country that want to use foreign-flag ships for short-term profits." He called for election of a President this fall "who will put people to work."

Stresses cooperation

Admiral Harold E. Shear, maritime administrator with the Dept. of Transportation, expressed optimism over the industry's future provided there is cooperation among all its elements.

Pamela Harriman, chairman of the board of directors of Democrats for the '80s, called for Reagan's defeat this fall. She termed Reagan "the most reactionary President of modern times," and decried his "endangerment of the U.S. maritime industry."

Other speakers were Representatives Joseph M. Gaydos (D-Pa.) and Tom Harkin (D-Iowa) and Kentucky Labor Sec.-John Wells.

Food Workers score plan to use poultry pesticide

The Environmental Protection Agency's proposal to legalize the use of the pesticide Larvadex in chicken feed is a "blatant attempt to circumvent the law" which could expose millions of Americans to a potentially cancer-causing chemical, the Food & Commercial Workers charged.

UFCW President William H. Wynn said in a letter to the EPA that the proposal violates the Federal Food, Drug & Cosmetic Act's Delaney clause which prohibits the use of food additives shown to cause cancer in humans and animals.

The UFCW represents about 330,000 workers involved in the processing and retail sales of meat and poultry products.

Wynn noted that Larvadex would be used as an additive to chicken feed to control flies that hatch in chicken manure. But the pesticide also breaks down into a byproduct, melamine, which leaves residues in eggs and chicken meat. He pointed out recent studies suggest that melamine may cause cancer in laboratory mice.

The UFCW leader said that consumer confidence in the products they buy is related to employment of the union's members. "If the quality of safety of the products are questionable, then sales will decline and the jobs of our members are in jeopardy. Our current unemployment rate constitutes a national tragedy, and we cannot afford to add to the numbers of jobless," he said.

The environmental agency has proposed approval of the pesticide on a conditional basis until the end of 1985, when the permissible residue levels would be re-evaluated. Wynn observed that the "cancer-causing potential of Larvadex has not been fully and adequately assessed." Last August, it was removed from the market after studies raised the possibility that it caused cancer in laboratory animals.

Interest rate rise begins to take toll

Signs of a slowdown in the economy bubbled up in government and private reports reflecting the impact of generally higher interest rates.

The new evidence included:

- A slight five-tenths of 1 percent rise in the Commerce Dept.'s key index of leading economic indicators for April—much smaller than the gains that were typical of much of last year.
- A 3.6-percent drop in factory orders in April, the steepest in four years. Some analysts see the dip as a sign that higher interest rates are beginning to take their toll on capital spending.
- Spending on new construction in the United States edged up just two-tenths of 1 percent last month, a much smaller gain than in the previous three months on the Commerce Dept.'s index.
- A survey of the nation's purchasing managers showed a dip in its index of various economic activities, which is based on an analysis of new orders, production, employment, vendor performance and inventories.

The leading indicators index, published monthly by the Commerce Dept., is the government's main economic forecasting measure. It had slipped one-tenth of 1 percent in March, the first decline in a nearly two-year upward trend.

The biggest factor contributing to the modest April rise in the index was an increase in the average workweek to 41.2 hours, from 40.6 hours in March.

Also rising were formation of new businesses, building permits for new home construction, the nation's money supply, stock prices, and the prices of sensitive raw materials.

Negative signals included a decline in contracts and orders for new plants and equipment, an increase in first-time claims for unemployment benefits, a drop in orders to manufacturers for consumer goods, and a decline in companies reporting business deliveries.

The plunge in factory orders—the first since last July—was due mainly to a large drop in military orders. Still, economists noted, there would have been at least a modest decline in total orders even if the military spending figures had not been a factor.

Although spending on new homes rose 1.3 percent in April, spending for overall residential construction fell 1.1 percent, the Commerce Dept. reported.

T. P. Kenny dies at 60, top official of Musicians

Sacramento, Calif.—Thomas P. Kenny, Musicians vice president and executive secretary of the Sacramento AFL-CIO, died at his home here May 23 of heart disease. He was 60.

Kenny, who was also president of AFM Local 12 here, was active in labor, community and political organizations throughout his life, and he had been editor of the Sacramento Valley Union Labor Bulletin. He is survived by his wife Mary and six children.

The AFM executive board has elected Mark Tully Massagli to complete Kenny's unexpired two-year term as one of the two international vice presidents. Massagli is president of AFM Local 369 in Las Vegas, Nev., and has been a member of the union's executive board for the past 10 years.

Gilbert Phillips, president-secretary of AFM Local 116 in Shreveport, La., was elected to fill the seat vacated by Massagli on the board.

Musical Artists sign New York opera pact

New York—The Guild of Musical Artists and the New York City Opera reached agreement on a new five-year contract covering soloists, stage directors, dancers and opera chorus.

Alan D. Olsen, the union's associate executive secretary, who led the negotiations, called the new agreement "extraordinarily good from our point of view."

Terms of the agreement were not released, but Olsen said that it includes substantial improvements in wages and benefits. It runs through May 28, 1989.

EDITORIALS

Too Blatant to Ignore

THE FACTS are not in dispute. The American shoe industry has been devastated by imports, which now account for more than two-thirds of all shoe sales in this country and have cost more than 100,000 jobs.

In 1977, when imports accounted for 47 percent of shoe sales, a marketing agreement with Korea and Taiwan temporarily stabilized unemployment. But three years ago, President Reagan rejected the unanimous recommendation of the International Trade Commission for a continuation of import restrictions. Since then, another 20,000 U.S. jobs have been lost.

Surely, the ITC would again recommend the relief sought by the shoe industry's unions and employers—and in terms so strong that the President could ill afford to ignore it.

The case was compelling. These are not high-wage workers, but the shoe factories still operating are often the principal employer in their communities. Already, past closings have left a trail of ghost towns.

As AFL-CIO President Lane Kirkland testified at the trade hearings, the ITC's decision "could mean life or death to an entire industry."

The verdict is in. Unless it is overturned by congressional action. the verdict is "death."

THE REASONING expressed by various ITC members is incredible, outrageous.

Explaining their verdict, two of the commissioners acknowledged that import penetration has increased, that there have been heavy layoffs and plant closings. But the industry has "adjusted" to a shrunken role and is making "reasonable profits."

As indignant union representatives pointed out, this is saying in effect that workers jobs can be sacrificed and that imports don't do any damage unless they interfere with profits.

An Associated Press account of the decision suggests at least the possibility of another factor.

A ruling that the shoe industry had been seriously injured by imports, a prelude to a recommendation for government action, "could have been embarrassing to President Reagan at the economic summit conference opening in London," AP noted.

Congress has been reluctant to remedy the deficiencies of the existing trade law mechanisms for relief from import injuries. But in this case, the injustice is too blatant to ignore.

Seeds of Conflict

THE CONFLICT now drawing to a close here in Las Vegas did not begin just last month.

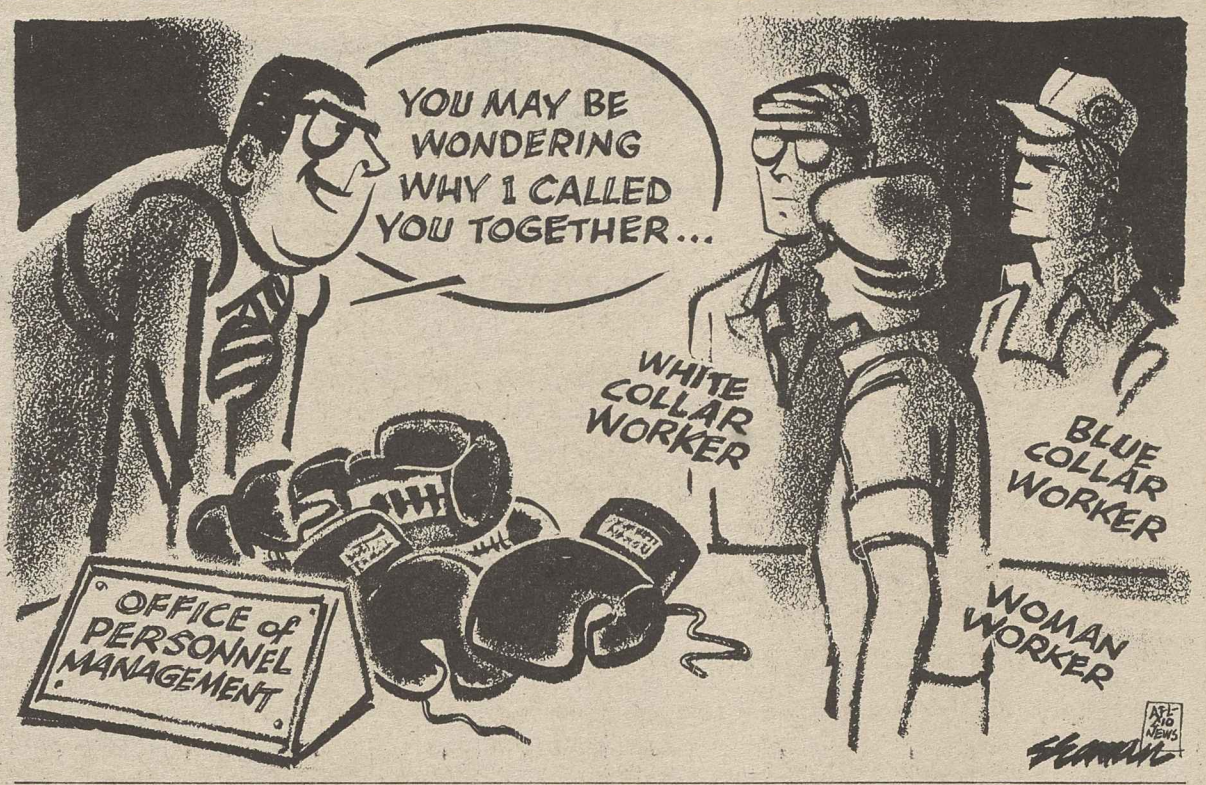
It began nearly three years ago, when President Reagan misused the might and majesty of his office to break the Air Traffic Controllers strike, destroy their union, and vindictively punish the strikers with wholesale firings and blacklistings.

By encouraging other employers to follow his example, and by fostering among them the seductive dream of absolute power over working people, Mr. Reagan has done great harm to the economic and social fabric of the United States. By perverting federal agencies in support of a massive, nationwide assault on the democratic institution of collective bargaining, he has put democracy itself at risk.

So it is good news—the best kind of news—that here in Las Vegas, democracy as embodied in the democratic institution of trade unionism has been successfully defended. I believe that the considerable improvement that is taking place in the labor-management weather here will, sooner or later, have its effect in improving the labor-management climate of the whole United States.

The news is that American working men and women, when pushed to the wall, will defend themselves with resolution and tenacity that no power on earth can overcome in the long run. And this labor movement is built for the long run.

—AFL-CIO President Lane Kirkland at union rally in Las Vegas, June 1, 1984.



Washington Window

Canadian health care plan hale, hearty and efficient

By Press Associates, Inc.

The fast-rising cost of medical care in recent years has affected all Americans, except the rich.

It has meant skyrocketing health insurance premiums and out-of-pocket medical expenses, looming insolvency for the Medicare program, and pressure for more Medicare and Medicaid cutbacks. In view of the crisis, it is worthwhile to look at the health care approach of other industrial democracies.

The House Select Committee on Aging did just that. The committee's study concluded that the United States has much to learn from the experiences of other nations—both in controlling health care costs and expanding coverage of quality care to all citizens. The report centered on Canada, Britain, Sweden, West Germany and Japan.

Canada's experience warrants prime attention since Canada is the most similar to the United States in history, culture, politics and size.

In 1960, Canada and the United States were spending less than 6 percent of their gross national product on health care. Today Canada spends less than 8 percent of its GNP while the United States spends nearly 11 percent, or $350 billion a year, for health care.

Canada, however, is getting a lot more for its money. In the late 1950s, Canada introduced a system of national health insurance which now provides comprehensive coverage to virtually 100 percent of its population.

U.S. coverage lacking

In the United States, by contrast, more than 23 million people, or 11 percent of the population, still lack any form of health coverage despite the establishment of Medicare for the elderly and Medicaid for the poor nearly 20 years ago. This figure doesn't even include the nation's unemployed who lost their health insurance.

Due mainly to Reagan's budget cutbacks, more than a fourth of America's poor don't qualify for Medicaid, including nearly 6 million children. About a million families have had at least one member refused medical care for financial reasons.

In the other major industrial nations—all of them providing various forms of universal, comprehensive health insurance except for South Africa—out-of-pocket health expenses range from 12 percent in West Germany to 8.4 percent in Sweden to 5.8 percent in Britain.

Canada's federal government sets minimum standards for the health system and splits the cost with the provincial governments. The provincial governments administer the program and negotiate fee schedules with physicians' associations.

Services include not only treatment but a wide range of preventive medicine, including checkups, immunization and infant care. There are no deductibles or upper dollar limits.

Quality care

In addition to regulating doctor and hospital fees, Canada holds down health costs without sacrificing quality in other ways. These include:

- Nurses and physician assistants are allowed to handle many routine procedures, saving the expense of a doctor's time.
- Unnecessary costs which accompany physician overspecialization are avoided through financial and other encouragements to family practice.
- Most treatment is delivered in community health centers, avoiding when possible more costly hospitalization. Expensive specialized care is offered only at a few large teaching hospitals. Through this "three-tier" delivery system, costly duplication of services is avoided.

National health insurance was inaugurated in Canada more than 25 years ago over angry howls of protest from the medical establishment. Today, even the president of the Canadian Medical Association calls it "a success story for Canadians."

For Americans, the Kennedy-Gephardt bill to control doctor and hospital fees and provide other savings offers a good alternative to rampant health care inflation and further cuts in Medicare.

AFL-CIO news

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LEGISLATIVE ALERT!

Updates on Bankruptcy, Immigration, NLRB, Subminimum Wage

AFL-CIO URGES SENATE TO OK PACKWOOD-DECONCINI AMENDMENT TO STOP CORPORATE BANKRUPTCY ABUSE

Legislation to stop corporations from misusing bankruptcy law to break their union contracts is pending in the Senate and may be brought up at any time. An amendment to be offered by Sens. Robert Packwood (R-OR) and Dennis DeConcini (D-AZ) would strike an even balance between favorable legislation already passed by the House and the unfair Bildisco decision by the Supreme Court.

Because union contracts are at stake, this is the most important labor issue in Congress since the labor law reform battles of the 1970s.

The Packwood-DeConcini amendment has the support of more than 50 of the 100 Senators, but is being kept from a vote by a few anti-worker obstructionists.

Action, however, is likely before June 21, because that is the deadline for bankruptcy court reform. The Packwood-DeConcini amendment is pending to the bankruptcy judges bill.

WHAT YOU CAN DO: Urge your Senators to support the Packwood-DeConcini amendment on corporate bankruptcy, and to allow this amendment to come to a vote on the Senate floor.

IMMIGRATION REFORM BILL MAY REACH VOTES ON HOUSE FLOOR THIS WEEK

Long-awaited House floor action on immigration reform legislation is scheuled for this week. The Senate already has passed an immigration bill. Among the issues to be debated are:

- Employer sanctions. Should penalties be imposed on employers who hire workers who lack legal eligibility for employment in the United States? The AFL-CIO believes that fines or other sanctions would be the most effective way to stop hiring of illegal workers. And if we are serious about regaining control over our borders, we should remove the lure of illegal employment. This would be far more effective than any increase in border patrols, etc.

- Temporary agriculture workers. To what extent should agricultural companies be allowed to hire temporary workers who otherwise lack legal eligibility? The AFL-CIO supports strict limitations on temporary worker programs.

- Legalization program. To what extent should people who entered the United States illegally many years ago be given legal status? The AFL-CIO supports a liberal legalization program.

WHAT YOU CAN DO: Urge your Representative to support the Hawkins and Miller amendments to H.R. 1510, the immigration bill. These amendments would strengthen sanctions against employers who hire those without legal status, and would limit temporary foreign worker programs.

And urge your Representative to oppose the Panetta "bracero" amendment.

SENATE PANEL TO VOTE ON REAGAN'S NOMINEE FOR NLRB GENERAL COUNSEL

A close vote is predicted as the Senate Labor Committee votes this week on President Reagan's nominee for general counsel of the National Labor Relations Board.

The AFL-CIO opposes confirmation of Rosemary Collyer for this key position, because she has virtually no labor law experience, and her experience in mine safety law shows an anti-union bias. She has participated in only nine cases before the NLRB (all on behalf of management). In only one of these cases did she play a leading role.

As head of the Mine Safety and Health Review Commission, Collyer has voted to restrict coverage of the mine safety law, to reduce penalties against employers found to have violated health or safety rules, to apply safety and health standards in a narrow fashion, and to restrict worker involvement while enhancing management's role in administering the mine safety law.

It also appears that Ms. Collyer tried to mislead Senators about the extent of her experience.

WHAT YOU CAN DO: Urge your Senators to oppose the nomination of Rosemary Collyer for NLRB general counsel.

HOUSE-SENATE PANEL TO CONSIDER MINIMUM WAGE, SUBMINIMUM PROPOSALS

On June 27 the Joint Economic Committee will hold hearings on the minimum wage and on attempts to subvert it with a "subminimum" wage for teenagers. The AFL-CIO opposes wage discrimination on the basis of age. The minimum wage has been eroded by inflation and should be increased, not undermined.

WHAT YOU CAN DO: Urge your Senators and Representative to oppose subminimum wage legislation.

POST ON YOUR BULLETIN BOARD — REPRINT IN YOUR NEWSLETTER

3½ Years Under Reagan Produce Harder Times for Working People, Boom Times for the Wealthy

REAGAN ON JOBS: LET THEM EAT WANT ADS

Reaganomics produced the worst recession and highest unemployment since the 1930s. President Reagan now points to the recovery which has cut the jobless rate to the 7.5 percent rate he inherited. But he says nothing about the four million Americans who lost their jobs and suffered through the recession.

And while the overall jobless rate has come down from its peak of nearly 11 percent, the numbers hide a shift in the kinds of jobs Americans are faced with. Skilled, well-paid jobs in manufacturing are vanishing, and in their place we have minimum-wage jobs in service industries such as restaurants:

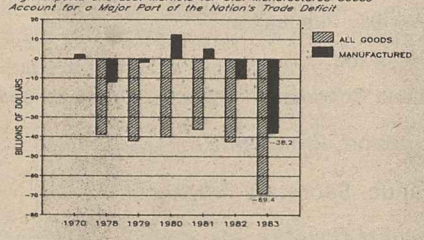
LOSS OF WELL-PAID JOBS: MARCH 1984 vs. JULY 1981

Manufacturing:	-807,000 jobs	Mining	-122,000 jobs
Transportation, utilities:	-113,000 jobs	Construction:	-9,000 jobs

REAGAN ON TRADE: MUSTN'T OFFEND THE JAPANESE

The United States gives foreign nations wide-open access to U.S. markets, even though our toughest trade competitors such as Japan put strict limitations and high tariffs on U.S. products--if they allow them at all. This is what President Reagan calls "free trade"--and it is costing the United States millions of jobs.

As the chart below shows, the Reagan "free trade" nonsense has worsened the trade deficit (the excess of imports over exports), especially in manufacturing industries, where the jobs are most skilled and well-paid.



NOTE: Last year the trade deficit was $69 billion. This year it will go even higher. **EACH $1 BILLION IN EXCESS IMPORTS COSTS THE UNITED STATES APPROXIMATELY 50,000 JOBS.**

REAGAN'S INDUSTRIAL POLICY: WHO NEEDS AN AUTO INDUSTRY? WHO NEEDS STEEL?

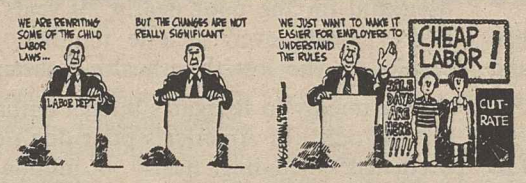
President Reagan opposes efforts by Congress to strengthen U.S. industries. Instead, he promised that his tax cuts for corporations would provide money to modernize plants for higher productivity.

Unfortunately, it hasn't worked out that way. Corporations' spending on new plant and equipment has declined since the Reagan tax cuts went into effect. They're using the money to buy out other companies and to boost profits.

REAGAN ON LABOR STANDARDS: IF WE CAN'T GET RID OF THEM, WE WON'T ENFORCE THEM

Reagan Appointments Give NLRB a Union-Busting Bias: President Reagan has made four appointments to the National Labor Relations Board--all management lawyers. The first was such a blatant union-buster, he couldn't get the GOP Senate's approval. Reagan's second choice, Donald Dotson, was, unfortunately, confirmed. Dotson said unions are "the major cause of industrial decline." Thus recent NLRB decisions which weaken unions are not surprising.

Child Labor Laws, Untouched Since 1938, Targeted by Reagan: Under a Reagan proposal, 14- and 15-year-olds would be allowed to work 36-hour weeks whenever a holiday resulted in less than a full school week. And even on school nights they would be allowed to work until 9 p.m., leaving little time for homework. Fortunately, the Administration was not allowed to put its plan into effect.



Minimum Wage Law Also a Reagan Target: In 1980 Ronald Reagan said "The minimum wage has caused more misery and unemployment than anything since the Great Depression." In case that remark doesn't make sense to you, Reagan thinks the minimum wage is too generous. The minimum wage is $3.35 per hour--or $6,968 per year.

Reagan proposed a $2.50/hour subminimum for those age 16-22.

REAGAN ON OSHA: ABOLISH IT? "AMEN!"

Ronald Reagan once said "Amen!" when someone suggested abolishing OSHA.

Under Reagan, OSHA has sought to weaken standards for cotton dust, lead and cancer agents. Inspections have been cut and penalties have declined 74 percent. For example, after a fatal accident on a $98 million construction job, OSHA cited the company for failure to provide adequate safety nets. The fine: $300.

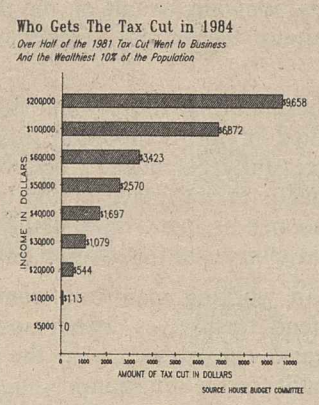
REAGAN ON CIVIL RIGHTS: ONLY IF CONGRESS INSISTS

Schools that Discriminate: The Reagan Administration tried to grant tax-exempt status to schools that discriminate against blacks.

Voting Rights: When the Voting Rights Act came up for renewal, President Reagan said it was "pretty extreme" and asked Congress to water it down. Congress refused and passed the bill by large margins. Reagan saw that Congress had more than enough votes to override a veto, so he belatedly jumped on board and used the bill-signing ceremony for political gain.

Martin Luther King Holiday: Reagan opposed legislation to create a national holiday in honor of Martin Luther King, Jr. Reagan even suggested at a press conference that King was a Communist. When Congress passed the bill by veto-proof margins, Reagan put on his "moderate" mask and reversed position to support it.

REAGAN ON TAXES: TAXING PEOPLE ACCORDING TO THEIR ABILITY TO PAY IS 'MARXIST, SOCIALIST'



Not long ago President Reagan said he thinks the corporate income tax should be abolished. (His tax legislation of 1981 has nearly accomplished that.) He also said that our progressive income tax--under which rates increase as income level increases--was designed by Karl Marx "as the prime essential of a socialist state."

Thus it is not surprising that the Reagan tax legislation does not tax people according to their ability to pay. Instead the biggest cuts go to the rich (see chart).

President Reagan's generosity to the rich is a major factor in the $200-billion-per-year budget deficits.

REAGAN ON DEFICITS: SURE THEY'LL HURT--BUT NOT UNTIL AFTER NOVEMBER 1984!

Ronald Reagan made a career of saying that federal budget deficits wreck the economy. But now that his tax cuts for the rich have pushed deficits to a new order of magnitude, he is silent.

Economists say that the economy may absorb one or two years of the Reagan deficits, but fear that eventually they will cause another recession. But that probably won't happen until after the November 1984 elections, so Reagan is willing to risk it.

To put the Reagan deficits in perspective: President Carter's budget deficits for four years totalled $181 billion. President Reagan's deficit for one year--1983--was $195 billion. Under the new Reagan budget, the government will have to spend $116 billion this year just to pay interest on the national debt.

REAGAN RIPS 'SAFETY NET'; 3 MILLION CHILDREN SLIP BELOW POVERTY LEVEL

President Reagan tries to justify his cuts in anti-poverty programs by saying that private charities will pick up the slack. But in 1981 the Reagans' biggest charitable contribution was Mrs. Reagan's used dresses, given to a fashion museum.

Since 1979 more than three million children have fallen into poverty. Infant death rates increased in 11 states between 1981 and 1982. Poverty rates have increased:

POVERTY RATES	1979	1982
Total	11.7%	15.0%
Blacks	31%	36%
Families headed by women:	35%	41%

AFL-CIO news

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JUNE 16, 1984

Steel imports found hurting U.S. industry

By John R. Oravec

Union and industry representatives welcomed an International Trade Commission finding that a major portion of America's steel industry is being seriously hurt by surging imports.

President Lynn R. Williams of the Steelworkers and Donald H. Trautlein of Bethlehem Steel Corp. commended the ITC majority for its decision that U.S. steelmakers need relief from imports. They termed the commission's action "a positive step."

In a 3-2 vote, the commission found nearly three-quarters of the steel products imported last year, accounting for $4.3 billion of the $6.2 billion in total steel imports, should be in line for relief. The list includes plates, sheet and strip, wire and wire products, structural shapes and semi-finished steel.

But the commission rejected a portion of the union-industry petition for relief on pipes and tubes, bars, wire rods and railroad products, which Williams and Trautlein called "disturbing."

These items are under severe import competition, Williams and Trautlein stressed, and "without import relief, the damaging trend of increased imports of these products will continue."

The rising tide of imports currently engulfs more than 25 percent of the U.S. steel market.

First step

The ITC's finding of injury is the first step in responding to the union-industry petition. The next step under the Trade Act of 1974 is for further ITC hearings to determine an appropriate remedy—tariffs, import quotas or a combination of both—to recommend to the President by July 24. President Reagan will then have 60 days to accept, modify or reject the ITC's recommendations.

Regardless of what degree of relief the ITC recommends, Williams said the USWA will continue to press for legislation now before both chambers of Congress that would limit steel imports to 15 percent of the U.S. market and require steel firms to modernize their mills. The House bill has more than 200 cosponsors.

Trautlein expressed hope that the ITC ruling would spur action on the import quota legislation.

In testimony before the Senate Finance Committee prior to the ITC action, Williams pointed out that 210,000 American steelworkers have lost their jobs over the last seven years.

And although steel consumption in 1984 has edged up over last year's levels, imports have captured 40 percent of the increase, he told the panel.

Continued on Page 2

Jobs, fairness key issues for Democratic platform

Reporters are briefed on the labor proposals AFL-CIO President Lane Kirkland presented to the Democratic Platform Committee.

Kirkland bids party affirm liberal goals

By James M. Shevis

The Democratic Party must speak to the needs of ordinary people—particularly the need of American working men and women for jobs and fairness—as it prepares to do battle in the November elections.

This is the heart of the political agenda presented to the party's platform committee by AFL-CIO President Lane Kirkland, who warned that the Reagan Administration's philosophy of government is dividing the country along class lines.

American workers are looking to the Democratic Party to restore faith in a government that serves all the people, and not just the wealthy and the powerful, Kirkland said in submitting the federation's detailed platform proposals.

"They look to the Democratic Party to reaffirm its historic commitment to equal rights, equal justice and equal opportunity by adopting as its platform a set of economic policies that advance the moral and social goals of a democratic society," he said.

Jobs and fairness

"Such a platform should aim to enhance the lives, living standards and prospects of all the people, without exceptions or exclusions. Its themes should be jobs and fairness for the future."

Kirkland was among some 200 witnesses, including other labor representatives, who testified in final hearings before the platform committee. A 15-member subcommittee, to be chosen by the committee chairman, Rep. Geraldine A. Ferraro (D-N.Y.), will draft the final platform in about a week for delivery at the Democratic National Convention in San Francisco, July 16.

In his presentation to the committee, Kirkland charged that ever since President Reagan took office, his Republican Administration has systematically implemented policies designed to benefit the rich at the expense of the poor.

The Administration's "willingness" to support employers who seek to exploit workers has been demonstrated, Kirkland

Continued on Page 2

Supreme Court upholds bona fide seniority plans

By Susan Dunlop

The Supreme Court decision that bona fide seniority systems are legal under the 1964 Civil Rights Act parallels a long-standing AFL-CIO view, Federation President Lane Kirkland said in a statement.

Kirkland stressed that such legitimate, nondiscriminatory systems "are a valuable source of protection for all workers regardless of race or sex."

The Supreme Court overturned a lower court decision which bypassed the seniority system negotiated by the city of Memphis and Fire Fighters Local 1784. The local and the city carried the case to the high court.

The 6-3 majority opinion by Justice Byron R. White said that the Civil Rights Act of 1964 specifically protects "bona fide" seniority systems that were not put in place with the intention of discriminating. The ruling addresses the issue of legitimate seniority systems, but does not overturn affirmative action programs—such as the one in place in Memphis—that require the hiring and promotion of women and minorities to achieve fairness.

Kirkland emphasized in his statement that the AFL-CIO's support for legitimate seniority systems "in no way conflicts with our strong and constant support for affirmative action programs developed to overcome historic discrimination and employment barriers which have held back minorities and women in America from their rightful place in our society."

There is nothing in the Supreme Court's decision, Kirkland said, that will stop organized labor "from waging our battles" to open up employment opportunities, create training programs, press for upgrading and promotions for women and minorities and "to take every necessary affirmative action to insure equity in the workplace."

Reynolds scored

He denounced indications by Assistant Attorney Gen. William Bradford Reynolds that the Reagan Administration would use an extremely broad reading of the Memphis decision to meddle in other existing affirmative action programs.

There is nothing in the decision that justifies the Reagan Administration's "all-out attack upon civil rights" by Reynolds, Kirkland said. He called it "an insult to the court as well as to the victims of discrimination" for Reynolds to claim that his long-announced intention to roll back the civil rights gains of the past 20 years "has now been endorsed by the Supreme Court."

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MEMO FROM COPE

PAGE 8

Immigration bill meets cross fire

The immigration bill being debated in the House has run into a cross fire of amendments that could substantially alter its substance.

One key labor-supported amendment offered by Rep. Augustus Hawkins (D-Calif.), was voted down early in the debate, but the final shape of the bill was still undetermined as the AFL-CIO News went to press.

The Hawkins proposal was one of the keys to AFL-CIO support for the basic legislation introduced by Sen. Alan Simpson (R-Wyo.) and Rep. Romano Mazzoli (D-Ky.). It would have strengthened the sections of the bill calling for penalties against employers who knowingly hire foreign workers who have entered the country illegally and would have made it clearly illegal for any employer to discriminate in hiring practices on the basis of a worker's national origin.

The amendment also would have provided for a swift and effective judicial and enforcement process to deal with charges of discrimination.

Guest workers

Still to come among the 69 amendments scheduled for debate is another critical labor-sought proposal offered by Rep. George Miller (D-Calif.). It would sharply restrict and control the use of temporary or "guest" workers from foreign countries, known as H-2 workers.

Also in the wings is an amendment strongly opposed by the AFL-CIO that would create a new and potentially disastrous "bracero" program that would allow virtually an unlimited and unrestricted influx of foreign workers for farm labor. The measure, proposed by Rep. Leon Panetta (D-Calif.), would provide no protection from exploitation for those foreign workers.

Earlier in the year there was doubt that any immigration bill would be considered because of the wide range of views over sanctions against employers who hire illegal workers, amnesty for illegal aliens already in the United States, and fears

Continued on Page 4

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6/16/84

Solidarity march

Furniture Workers Local 382 members, on strike against Frankline Furniture, received strong support from local civil rights and community groups as well as nearby UFWA locals. More than 400 persons carrying signs saying, "Marching for Justice and a Living Wage," paraded through Hernando, Miss., adding the pressure that resulted in a new three-year contract that boosted wages, provided fully-paid health insurance for the first time, and improved seniority rights and grievance procedures for the 150 workers.

Kirkland presses jobs and fairness as basis for Democratic platform

Continued from Page 1

said, in the advocacy of a subminimum wage for youths, repeal of the ban on industrial homework, elimination of prevailing wage laws, and by its appointments to federal courts and regulatory agencies "of people chosen to enforce low-wage standards far into our nation's future."

"If such destructive policies were to proceed to their logical conclusion, the United States would inevitably be reduced to two classes of citizens: those who control production and administer markets, prices, and wages and those who are controlled by them," he said.

Favoring the rich

He accused the Administration of deliberately adopting a high-unemployment policy in its pursuit of enriching the few at the expense of the many. It cares little about the toll this policy has cost the ordinary working American, he said. And yet it persists in robbing the nation of its most important asset, the vitality and well-being of its people.

A job is the foundation of a good life and the rewards of work are the criteria by which Americans measure themselves and others as members of the society, he observed.

"We propose, therefore, that full employment should be not a plank but the foundation of the 1984 Democratic platform," Kirkland stressed.

In the detailed program which will also be presented to the Republican platform committee later this summer, the AFL-CIO pointed out that despite more than a year of recovery in the business world, recovery is not even in sight for the 8.5-million Americans reported still without jobs by the Labor Dept. And for those lucky enough to have a job, average "real"—or inflation-adjusted—wages are 3.5 percent lower than they were four years ago.

The AFL-CIO also called on both parties to include in their platforms measures demonstrating concern for the poor, working and non-working, who have been written off and deprived of help from their government during the Reagan years.

"The hallmark of the Reagan Administration is its unfairness," the federation charged.

Anti-worker moves

Budget cutbacks in social welfare programs have left thousands of unemployed workers without jobless insurance benefits, proper health care, housing, and protection against job hazards, the AFL-CIO declared.

"Fairness requires that the next Democratic Administration return the agencies of government to their proper functions, and restore the humane and necessary programs that have been dissolved," Kirkland said. "Fairness is a central issue in the elections of 1984."

High on its agenda for reform is the federation's call for measures to restore justice and efficiency to enforcement of the National Labor Relations Act, including repeal of Section 14(b) that permits states to outlaw the union shop.

Americans also are looking to the Democratic Party to put their government "back in the business of fighting discrimination and inequality," the AFL-CIO said. That calls for early passage and ratification of the Equal Rights Amendment and enactment of federal legislation promoting wage equity and equal pay for comparable work.

It also calls for laws prohibiting discrimination in insurance and pensions, and legislation correcting current inequities in social security benefits for homemakers and women with interrupted careers.

Among other areas of pressing national need cited in the federation's proposals are public education, mass transit, reindustrialization, foreign policy, and national defense.

Promotion of human rights must be at the core of U.S. foreign policy, the AFL-CIO proposals declared.

"In weighing our government's relations with another country, primary consideration should be given to the extent to which the people of that country have the right to band together in their own institutions to protect their rights and interests as they see them," the federation stressed.

"Without this right—this freedom of association—all other human rights wither."

On the defense issue, Kirkland said organized labor believes in a strong national defense that is not mounted at the expense of the well-being of the American people.

Social sacrifice

"The Reagan Administration, by financing its defense buildup through massive cuts in social spending, has placed the defense on working people, the poor, and others least able to bear it, while exempting the most privileged among us from sacrifice," he said.

"This is not only unfair; it threatens to destroy the consensus for a strong national defense that this Administration exploited in its quest for power."

Democrats insist that whatever increases in defense spending may be required should be fairly financed through a progressive surtax on corporate and individual income taxes, Kirkland noted.

He wrapped up his presentation with this comment on the AFL-CIO's role in the 1984 elections:

"Although the American labor movement is the property of no party, we know that most workers have historically looked to the Democratic Party for a government that is responsive to their deepest concerns, and we know that their support has been essential to every Democratic victory.

"In advancing these platform proposals, the AFL-CIO calls upon the Democratic Party to continue and to deepen its role as a party of working men and women, and thereby to enhance its own prospects and advance the nation's in November."

Several AFL-CIO departments and affiliates also testified before the panel.

The Industrial Union Dept., represented by President William H. Bywater of the Electronics Workers, stressed the urgent need for a coherent national policy to restore America's industrial base.

Bywater, an IUD vice president, pointed out that jobs in the manufacturing sector are declining as the nation falls victim to ballooning trade deficits and a dwindling share of the world market.

"Our society cannot thrive if our industrial base is crippled," he said. "The service sector—financial, communications, computing, and other services—depends directly or indirectly on the industrial base."

True recovery needed

President Robert A. Georgine of the Building & Construction Trades Dept., said the United States is still a long way from what could reasonably be considered true economic recovery, pointing to the 15 percent unemployment rate in the construction industry.

"Putting these people back to work—and putting them back to work in productive jobs—must be our highest national priority," he said.

Other labor officials who testified before the platform committee included Teachers President Albert Shanker, Postal Workers President Moe Biller, Sheet Metal Workers President Edward J. Carlough, Machinists President William W. Winpisinger, Seafarers President Frank Drozak, Executive Vice President John Sturdivant of the Government Employees, Gus Tyler, assistant president of the Ladies' Garment Workers, and Railway & Airline Clerks Vice President Jack Otero.

Also testifying were President Jacob Clayman of the National Council of Senior Citizens, Chairman Douglas A. Fraser of the Health Security Coalition, and Linda Tarr-Whelan of the Save Our Security Coalition.

Steel imports found hurting U.S. industry

Continued from Page 1

As a result, Williams testified, domestic steel companies have not shared in the cyclical upturn, and employment is still mired at close to all-time lows.

"The current recession in the steel industry is the most severe since the Great Depression," he stressed. "Though precise data on layoff duration are not available, we do know that some 100,000 steelworkers have been on layoff so long they have exhausted state unemployment compensation and contractual supplemental unemployment benefits."

For many, he pointed out, "there is no return, since their mills are shut down."

In a statement submitted to the Senate subcommittee on trade, the AFL-CIO said a strong domestic steel industry is essential to national security and the country's economy.

"Steel production provides the necessary foundation for a strong and growing America," the federation said. "If steps are not immediately taken, the dismantling of the steel industry will accelerate, and the United States by default will be at the mercy of foreign suppliers."

In calling for Senate approval of steel import limits, the statement said that the legislation provides a positive solution for American steelworkers and the industry.

Boon to industry

In their joint statement on the ITC decision, Williams and Trautlein said that with the approval of import relief, "the domestic steel industry will be able to increase and stabilize employment as well as generate sufficient cash flow to finance the remaining portions of the modernization efforts needed to maintain the industry's competitive position."

In its split decision, the ITC aired conflicting views on the industry's problems. Chairman Alfred Eckes was joined by Commissioners David Rohr and Seeley Lodwick to find injury in five import categories while Commissioners Paula Stern and Susan Liebler ruled against all nine categories in the union-industry petition.

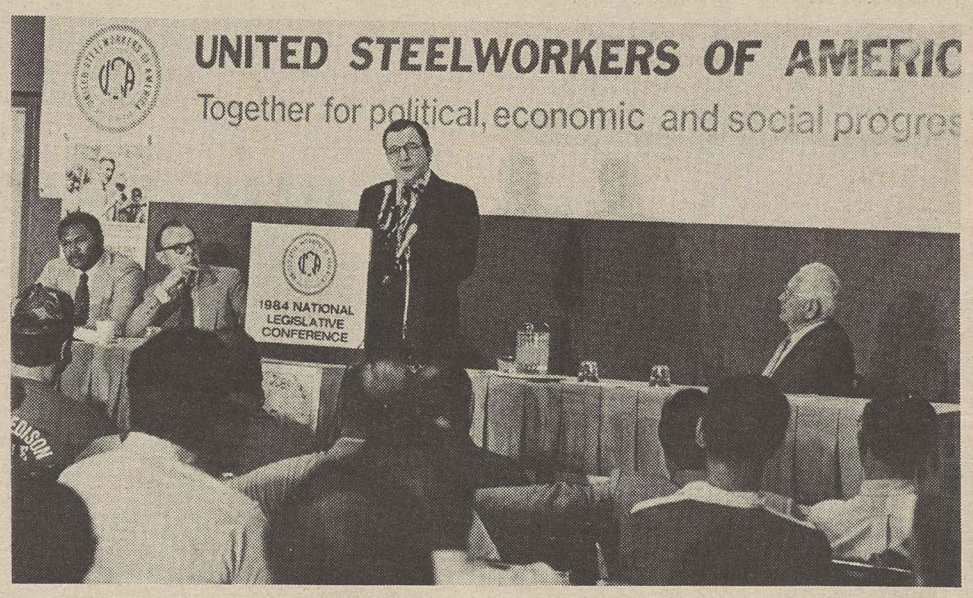
The key affirmative ruling was on sheets and strip, which accounted for 42 percent of the imports last year valued at $2.6 billion.

The most disappointing finding was the rejection of the petition for relief on pipes and tubes, which accounted for 19 percent of last year's imports valued at $1.2 billion.

In explaining his vote, Eckes said the rapid expansion of imports to 26 percent of the market this year is a "substantial cause" of the industry's declining position.

A week earlier, the ITC in a 5-0 vote flatly rejected a petition from the shoeworkers' unions and the footwear industry, even while acknowledging that shoe imports have taken over 69 percent of the U.S. market.

The commission is now considering a petition for import relief filed by U.S. copper producers.



At Steelworkers legislative conference, AFL-CIO President Lane Kirkland cites damage of imports. From left are USWA Vice President Leon Lynch, Legislative Director John J. Sheehan and retired President I. W. Abel.

Reagan, Trudeau scored

Clothing-Textile union focuses on job needs

Hollywood, Fla.—In a stinging attack on both the Reagan Administration in the United States and the Trudeau Government in Canada, Clothing & Textile Workers President Murray H. Finley told delegates to the union's third constitutional convention that unemployment and rising imports are still problems.

"We must rely on ourselves and our union to gain the wages we deserve, the safe working conditions we deserve, the health and welfare benefits we deserve, and ultimately the happiness we deserve," Finley told the more than 2,000 delegates and alternates.

He pointed out in his keynote address, that while the Reagan Administration was turning its back on workers, the "members of our union were reaching down into their pockets to help support their unemployed brothers and sisters."

A year ago, he noted the union established a sweeping program to aid thousands of jobless members, involving counseling, training, and other assistance to jobless members.

Health efforts

Finley also described the union's efforts to protect members from the dread effects of cotton dust, in spite of the attack on standards by Reagan's Occupational Safety & Health Administration, and pledged continued efforts in this direction.

A major part of Finley's address dealt with imports and the union's effort to stem the tide from low-wage countries.

"We need to give our workers and our industries the chance to compete at the top level on the world market, or else we forsake our dreams of a better tomorrow," he observed.

Finley noted that other gains had been made "in the face of a hostile Administration and economic turmoil." He cited improved wages and benefits for ACTWU members in men's and boy's suits, textiles, shoes, headwear, and other industries.

On the political picture, he concluded:

"I believe that after four years of record-breaking unemployment, after four years of dismantling virtually every social service program that helps people, after four years of international tension with an itchy finger on the nuclear trigger, the decision of the American people will be to vote for Walter F. Mondale as the next President of the United States."

In an address to the convention, AFL-CIO President Lane Kirkland lauded ACTWU's fight to preserve the jobs of its members against the flood of imports.

"The social and economic future of all the American people hinges on the outcome of the fight to restore and enhance America's industrial position in the world and to expand job opportunities," Kirkland observed.

"The erosion of that position has been going on for a long time and your members were among the first victims. For shoeworkers, textile workers and clothing workers, the noose has been tightening for decades. Now, in 1984, nearly every industrial job in America is a target for slow or sudden strangulation."

Kirkland told the cheering delegates that "the goal of the American labor movement in this election year is to change that prospect by helping to restore the government of the United States to its proper role as an instrument of, by and for the American people—all the people."

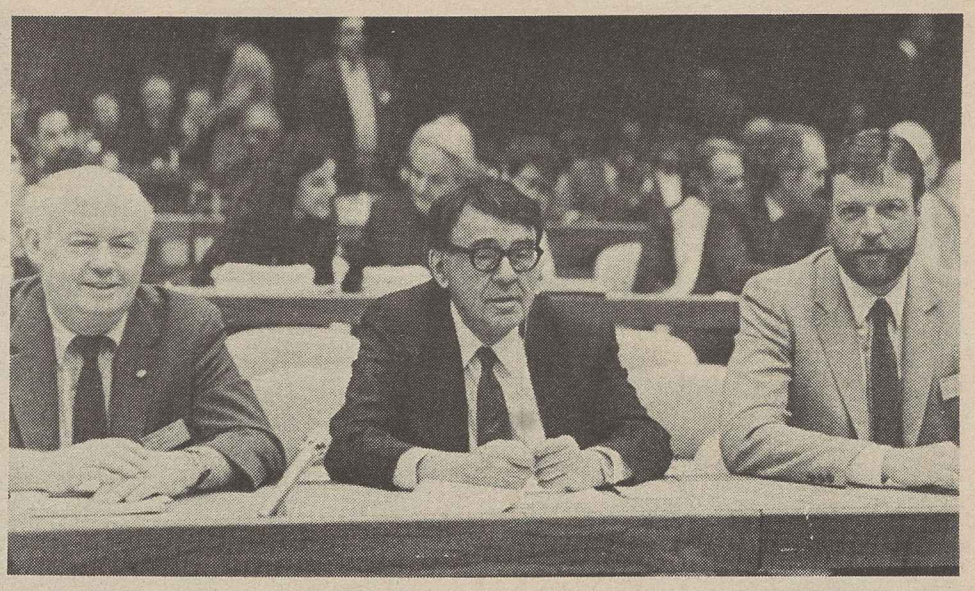
Labor's duty

He called the AFL-CIO decision to support a candidate who can defeat Ronald Reagan "a further affirmation of the duty we accept and the right we have earned to play that role."

He said the labor movement has "every reason to be proud of our effort" on Mondale's behalf.

"From coast to coast, our movement is united as never before and the spirit of solidarity is surging in our ranks," Kirkland declared. "That is the real source of our strength—and of our confidence that, whatever the odds, we shall prevail."

ACTWU's top officers—Finley, Sec.-Treas. Jacob Sheinkman and Executive Vice President Scott M. Hoyman—and 33 incumbent vice presidents were re-elected to three-year terms by acclamation. Earlier the delegates had unanimously adopted an amendment to the union's constitution reducing the number of vice presidents from 40 to 33.



AFL-CIO team at the ILO conference in Geneva is led by U.S. Worker Delegate Irving Brown, center, director of the federation's Dept. of International Affairs, and includes Assistant Director Michael D. Boggs, right, and AFL-CIO Vice President John J. Sweeney.

Defense of workers' rights keynotes '84 ILO conference

Geneva—Worker, government and employer delegates were urged at the outset of the International Labor Organization's annual conference to rally to the defense of trade union rights and freedom of association.

These basic rights of workers are being "eroded more and more, whether for ideological or other reasons," Swedish Labor Minister Anna-Greta Leijon warned in accepting the presidency of the ILO's annual assembly of its 151-member nations.

"It is vital that the three parties that make up the ILO make a common stand in their defense," Mrs. Leijon said. The Swedish minister is the first woman to be elected assembly president since the ILO was founded at the end of World War I.

The Soviet Union sent out early signals that it intends to continue assaulting the ILO machinery for monitoring how governments live up to their pledges to apply the ILO standards on trade union and other human rights.

Soviet resolution

It has submitted, with the support of other communist countries, a resolution calling on the conference to appoint a working party to examine "those problems that give rise to the most serious divergencies of views" in the formulation of the ILO's standard-setting conventions, or treaties, and the supervision of their application.

U.S. Worker Delegate Irving Brown, who is director of the AFL-CIO Dept. of International Affairs, saw this as a renewal of the Soviet bloc's stillborn attempt last year to set in motion procedures that would still ILO criticism of its violations of human rights.

The communist governments repeatedly complain that the ILO fails to take into account the "realities" of their political, economic and social systems and seeks through the monitoring machinery to intervene in purely domestic affairs.

Polish boycott

This contention was invoked by Poland's communist regime in boycotting the conference for the second year because of the ILO's inquiry into the government's outlawing of the Solidarity free trade union movement and persecution of its leaders.

The West European governments have countered the Soviet bloc move by proposing a resolution calling for the "universal implementation in all fields" of the ILO conventions. They urge that particular attention be given the standards on human rights because of their "fundamental and overriding importance for workers throughout the world."

While the rival drafts on standards will be examined in the resolutions committee, the conference will focus its attention on the same issues in the general debate.

ILO Director Gen. Francis Blanchard introduced the subject in his report to the conference by calling for an in-depth review of the organization's standard-setting work in order to give it maximum effectiveness.

At a news conference on the eve of the three-week assembly, Blanchard stressed the importance of the ILO's watchdog committee. He said that without the authority to call on governments to answer "precise and indiscreet questions," the ILO's "whole action to protect workers' rights would be senseless."

Reagan trade plan hit as open door to Mexican imports

The AFL-CIO warned that American jobs would be jeopardized by the Reagan Administration's plan for an open-door policy on subsidized imports from Mexico.

"The implementation of a subsidies agreement with Mexico will not benefit domestic industry, and may in fact speed its decline by making relief from imports much more difficult to achieve," Research Director Rudy Oswald said in a letter to United States Trade Representative William Brock.

Trade problems between the United States and Mexico are increasing, Oswald noted, with the United States experiencing a merchandise trade deficit of more than $8 billion in 1983 and this year's red ink already totaling $2.8 billion through the end of April.

'Disastrous' impact

Mexico, unlike the United States, is not a signatory to the General Agreement on Tariffs & Trade subsidies code, which stipulates that member nations will not subsidize industries that export goods.

Mexico's subsidy of steel, cement and other industries has had "a disastrous impact" on American industry and its workers, Oswald wrote. The practice has continued despite numerous petition filings by U.S. industries.

Since 1982, the Administration has sought to negotiate a separate subsidies agreement with Mexico "substantially" similar to the GATT subsidies code which contains an "injury test" on the importing country to prove that a foreign subsidized industry is harmful to its workers.

"In giving Mexico the benefit of the injury test, you would be adding tremendously to the burden of workers seeking the relief promised by their government against competition from subsidized products," Oswald said.

Pilots ask Continental safety probe

The Air Line Pilots accused the Federal Aviation Administration of ignoring safety problems at Continental Airlines and called for an independent federal investigation.

"Continental is an accident waiting to happen, and I can only hope that it does not take a fatal accident to make the FAA act forcefully and thoroughly," ALPA President Henry A. Duffy told a House subcommittee on government activities and transportation.

Duffy said that either the National Aeronautics & Space Administration or the National Transportation Safety Board should look into Continental's safety practices because FAA investigations of the struck airline have been "shoddy in methodology, shallow in depth and riddled with errors."

He cited numerous safety problems the airline has encountered, including a mid-air near-collision last November.

As of the end of May, Duffy said, ALPA had reported 152 Continental safety incidents to the FAA. Of these, 66 were verified by the union through air traffic control tapes and other evidence.

He attributed the safety problems to Continental's inexperienced pilots, lack of training and mental lapses by pilots operating under stressful conditions.

On another front, striking pilots challenged Continental Chairman Frank Lorenzo on a number of issues at the company's stockholders' meeting in Houston.

They accused Lorenzo of gross corporate greed for taking millions of dollars in concessions from Continental employees and then claiming that labor costs drove the company into bankruptcy.

After filing for Chapter 11 bankruptcy protection last fall, Continental suspended operations for two days, then called back one-third of its workforce at half pay and longer hours before resuming flights.

A picket line outside the shareholders' meeting was spearheaded by the Harris County AFL-CIO and made up of striking pilots, Machinists, flight attendants.

After the rallies, striking pilots traded picket signs for proxies to attend the stockholder sessions of Continental and its parent firm, Texas Air.

A coalition of strikers and dissident stockholders brought a strong challenge to a management proposal against divesting Continental. ALPA reported 43 percent of the stockholders failed to supports the management proposal.

Sheet Metal Workers refute Reaganite emblem

The Sheet Metal Workers accused the Washington Times of grossly distorting the union's political position in a May 24 cartoon suggesting that the SMW supports the re-election of President Reagan.

In a sharply worded letter to the Times editor, SMW President Edward J. Carlough said, "We positively do not support in any way, shape or form the anti-labor policies" of Reagan or his Administration.

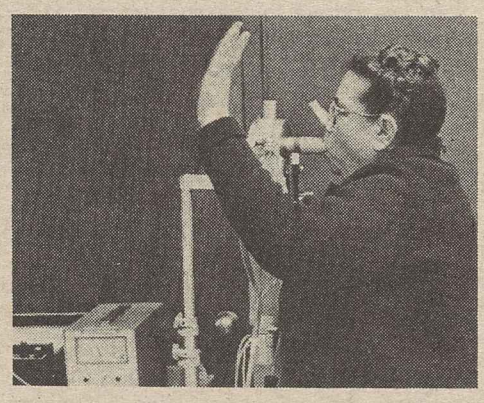
Although the union did not participate in the AFL-CIO's pre-primary endorsement of Walter F. Mondale, "we admire him and his record on behalf of working people," Carlough said.

"Ronald Reagan is not a friend of America's working men and women, nor a candidate SMW could support," he said.

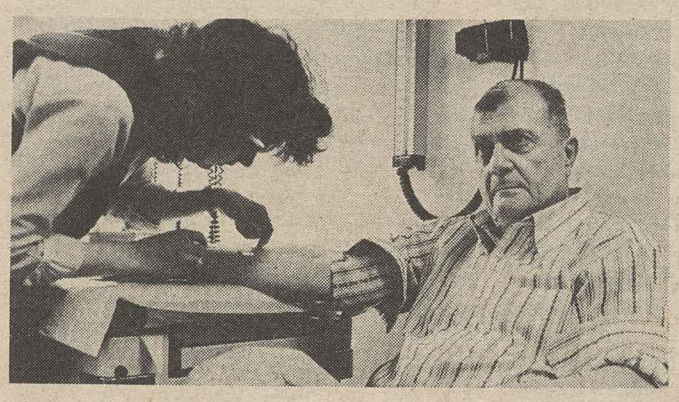
Participants are interviewed by medical team

Asbestos exposure test

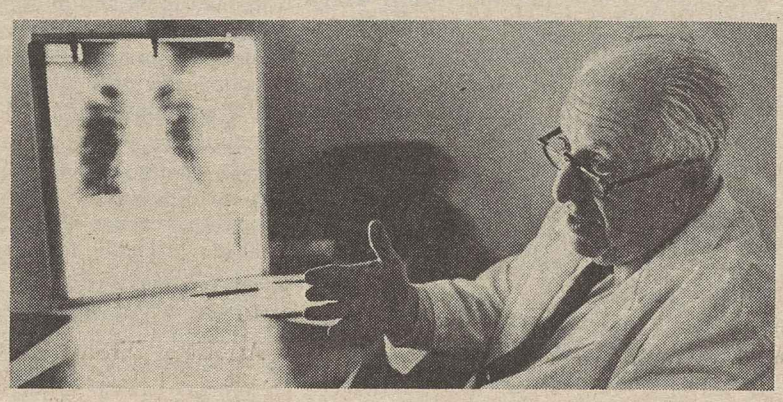
Active workers, their family members and retirees of the Naval Shipyard at Norfolk, Va., are examined for the effects of long-term exposure to asbestos on the job. The program was sponsored by the AFL-CIO Metal Trades Dept. and its Tidewater Virginia Council. The three-day project was conducted by a team of medical experts from Mount Sinai School of Medicine headed by Dr. Irving J. Selikoff, widely recognized authority on asbestos-related diseases. Asbestos can cause several types of cancer and lung ailments, all of which can be fatal. The project focused on workers exposed to the carcinogenic fibers at least 20 years. There have been numerous cases of family members affected by asbestos that workers carried home on their clothing.



Lung capacity test



Blood sampling



Dr. Selikoff explains X-ray finding

OSHA blasted for stalling on two pesticide standards

The AFL-CIO has charged that the Occupational Safety & Health Administration, in rejecting petitions for emergency standards on the pesticides ethylene dibromide (EDB) and methyl bromide, has failed in its legal duty to protect workers on the job.

Margaret Seminario, associate director of the Dept. of Occupational Safety, Health & Social Security, said labor simply asked OSHA to give workers the same protection offered to consumers:

"The bottom line is that it doesn't want to take the time to protect workers."

She stressed that OSHA has stalled action on EDB to the point where it "is doing nothing. There has been no explanation of why it hasn't done anything and why it is late."

Petition for action

The agency was petitioned for the emergency standards early last February by the AFL-CIO and its Food & Allied Service Trades Dept., and the Grain Millers. Former OSHA Administrator Thorne G. Auchter replied then that the agency was holding hearings on the proposed rule and "will not be able to make a decision on your request until the hearing record has been examined."

Acting OSHA Administrator Patrick Tyson denied the petitions on May 31, contending that issuance of an emergency standard for EDB would delay the development of a final standard, as "the only major steps remaining are final analysis of the record and the drafting of the final rule." He said OSHA found no information "to support the conclusion that EDB, as it is currently used in the workplace, poses a grave danger to employees."

EDB is a colorless liquid pesticide which has been shown to cause cancer and reproductive disorders. The chemical was widely used on grain and citrus until its presence as a residue on those products drew heavy media attention last fall.

Missed deadline

At that time, the Environmental Protection Agency banned most uses of the pesticide. But workers continue to be exposed to the pesticide by handling and transporting grain products which were sprayed. OSHA then introduced its proposed rule on EDB exposure, and after the hearings earlier this year said a final rule would be published by May. Now it is merely hopeful of getting the rule out by "late summer or early fall," according to an agency spokesman.

The current OSHA exposure limit for EDB is 20,000 parts per billion parts of air. The AFL-CIO's petition sought a limit of 45 ppb. OSHA's proposed standard would set the limit at 100 ppb, but until that level is approved, workers can still be exposed to extremely high doses in the workplace.

Methyl bromide was substituted by many growers when EDB was banned, and for this reason, labor petitioned OSHA for an emergency standard aimed at establishing safe work practices, setting monitoring requirements, and providing training and respiratory protection for workers.

In denying the petition, Tyson said a "preliminary review of limited information available on methyl bromide does indicate that it is a highly toxic substance." But because the material available on the chemical is limited, OSHA would not be able to establish the "feasibility or necessity" for the rule," he said.

Boris Shishkin, retired AFL-CIO economist, dies

Boris B. Shishkin, who retired in 1972 as secretary of the AFL-CIO Housing Committee, died at a Bethesda, Md., hospital June 12 after a long illness. He was 77.

Shishkin began his career with the labor movement in 1933 as an economist for the AFL after graduate work at Columbia University and a fellowship at the Brookings Institution. He later served as AFL research director and AFL-CIO civil rights director.

In a message to his wife Hildegard, AFL-CIO President Lane Kirkland said that many trade unionists have been inspired by Shishkin's example and enriched by his friendship.

"Of all of Boris's many contributions to the labor movement," Kirkland observed, "the greatest and most lasting was his pioneering work as the merged federation's first civil rights director. No man did more to break down the barriers of discrimination on the job, in the union hall and throughout the land."

While serving as the AFL's research director from 1947 to 1955, Shishkin also was secretary of the federation's housing committee and secretary of the social security committee. He headed the AFL-CIO Dept. of Civil Rights in the 1955-64 period and was secretary of the Housing Committee from 1955 until his retirement.

He also served in a number of consulting roles with the federal government from the mid-1930s until his retirement.

In addition to his wife, Shishkin is survived by a sister, Mrs. Tamara Poliakoff. Services were held June 15 at St. Nicholas Russian Orthodox Cathedral in Washington, and interment was June 16 in New York.

House nears final vote on immigration

Continued from Page 1

that employer sanctions might lead to discrimination against all Hispanic-Americans.

But when increasing concern over the problems of illegal immigration built up, the House voted to act on the Simpson-Mazzoli bill. The Senate version was approved last year.

The House agreed June 11 to take up the bill under a rule permitting unlimited debate on each of the proposed amendments. Consequently, provisions adopted or defeated at one point in the debate may be changed later as other amendments are voted on.

The basic bill provides for a legalization program for illegal aliens who entered the United States before Jan. 1, 1982. It also calls for some form of penalties for employers who knowingly hire illegal aliens and requires employers to examine identification documents of prospective employees to make sure applicants are U.S. citizens or legal aliens.

Labor's concerns

While those provisions generally square with labor's concerns, the AFL-CIO is apprehensive about the potentially job-destroying provisions for creating a new guest-worker program for agricultural labor. The federation also wants a strong but workable system of penalties as well as potent anti-discrimination protections.

In other developments in Congress:

- The House Energy & Commerce Committee approved a labor-supported bill that will make lower-cost "generic" drugs more widely available.

In a letter to the committee's chairman, Rep. John Dingell, (D-Mich.) AFL-CIO Legislative Director Ray Denison said the federation "strongly supports" the bill that would make as many as 125 prescription drugs available to consumers in generic form—and save them as much as $1 billion—over the next 12 years.

- The AFL-CIO urged the Senate Appropriations Committee to provide for the full $31.3 million in funding authorized for the National Endowment for Democracy. Funds for the newly created agency include $13.8 million for the AFL-CIO's Free Trade Union Institute to continue overseas projects aimed at helping workers form and maintain free, democratic unions. The House voted down funding for the endowment last week. **(Rollcall, Page 6).**

- The House leadership pledged that the deadline for consideration of bankruptcy legislation will not be extended beyond June 21. The House has already passed crucial legislation to stop companies from using the bankruptcy law as a tool to bust unions, but Senate Republicans have delayed consideration of a similar measure. A firm House deadline is aimed at forcing the Senate to act.

Flight Attendants okay accord with Frontier

Flight Attendants at Frontier Airlines ratified a 32-month agreement that includes an 11-percent pay cut. Frontier operated in the red last year and posted only a $17,150 profit in 1982.

The contract covering 800 attendants was approved by a 59-percent majority just hours before a June 2 strike deadline, AFA reported. An earlier contract proposal had been rejected by better than 2 to 1.

The new agreement provides for starting pay for new employees at $930 a month and an early retirement plan for attendants with 13 years' service.

The AFA said improvements over the rejected contract include full insurance coverage for retirees, granting permanent status to employees who had been hired as temporaries, a profit-sharing plan and a pending employee stock ownership plan.

The Air Line Pilots and the Air Line Employees also have reached agreements for the rule, he said.

Compensation failures cited

IUD plans legal fund for job disease victims

New York—The AFL-CIO Industrial Union Dept. announced plans to create an Occupational Disease Legal Defense Fund to aid workers who have been exposed to toxic substances.

IUD President Howard D. Samuel, speaking before the International Conference on Disability Compensation for Occupational Disease, explained the two-fold purpose of the fund:

"It is our hope that this fund will, first, help underwrite some of the more difficult cases to be brought on behalf of workers who could not otherwise bring action, and second, reduce the legal costs of litigation so as to increase the net award to workers and their families."

The conference, attended by more than 400 representatives of labor, industry, government and the academic community, was cosponsored by the New York State Workers' Compensation Board and the Collegium Ramazzini, an international organization on occupational disease whose president is Dr. Irving J. Selikoff of Mount Sinai School of Medicine in New York.

Doubled troubles

Samuel charged that the state systems of workers' compensation have failed to adequately compensate occupational disease victims. "It is important to recognize that workers are the victims both of toxic exposure and of the failed compensation system," he said.

The decision to establish a legal defense fund is a reversal of IUD policy, Samuel noted.

"We are going to protect our members' right of access to the judicial system" by opposing any legislation aimed at limiting that access and by supporting "the radiation, asbestos and Agent Orange type cases," he said.

"In other words, we have chosen a two-track system to achieving the certainty, speed and adequacy of compensation to which workers are entitled. We haven't abandoned the original program (of compensation for occupational injury and disease), because it never truly existed. We haven't abandoned our efforts for a national workers' compensation system. We have abandoned the illusion of justice."

A cost factor

Samuel said too many employers regard workplace disease as "simply another cost factor, interfering needlessly and unproductively with profit maximization." The no-fault nature of the state compensation systems generally exempt employers from legal action, and state laws often limit the time in which a victim can file a compensation claim.

This has resulted in victims suing the manufacturers of the toxic or harmful substances, usually with a large portion of any court award going for legal fees.

Samuel told the conference participants a federal solution is needed to the problem of compensation for occupational disease.

The IUD plan was criticized by Prof. John Burton of Cornell University who said Samuel had "clearly condemned" the tort liability system for eating up claimant awards, while at the same time calling for a wider use of the right to sue.

Only recourse

President Dominick D'Ambrosio of the Allied Industrial Workers defended the IUD plan noting that while the tort system has many flaws, "it's the only recourse we have," and "until we get the legislation we need, we must have some recourse."

Anthony Mazzocchi of the Oil, Chemical & Atomic Workers told the conference that the multiple causes of an occupational disease could be cleared up if chemical companies would release "definitive" data to allow conclusive studies to be done.

He said the type of data the oil companies release under the terms of their OCAW contracts is useful only for prospective epidemiological studies, "so workers in (the year) 2030 will know why they're dying."

New York AFL-CIO President Edward J. Cleary expressed his support for a pair of bills in the state legislature to amend the current statute of limitations on filing compensation claims and on filing of personal injury suits.

Morris Pizer dies at 80, led Furniture Workers

New York—Morris Pizer, president emeritus of the Furniture Workers, died recently at the age of 80.

Pizer, who was president of the UFWA from 1946 to 1970, began his career by organizing his fellow workers at an upholstery shop here in 1931. He became an organizer for the UFWA's predecessor union, Furniture Workers Industrial Union, and headed the organizing committee of the UFWA when it was founded in 1937.

He served as secretary-treasurer of New York Local 76 and as an international vice president before being elected to head the union in 1946.

He is survived by his wife and a son.

Loyola honors

An honorary doctor of laws degree was conferred on AFL-CIO Sec.-Treas. Thomas R. Donahue by Loyola University of Chicago. Officiating at the ceremony were Loyola President Raymond C. Baumhart, S.J., center, and Edward Marciniak, president of Loyola's Institute of Urban Life and a former vice president of the Newspaper Guild.

Social security study finds merit in independent agency

A congressionally appointed study panel says that creation of an independent social security agency outside the Health & Human Services Dept. could lead to "major improvements" in the retirement program.

The panel's finding squares with the AFL-CIO's position that a separate agency is needed to "improve the operation of the program and restore public confidence in the integrity of the social security system."

The Social Security Administration enjoyed independent status from 1935 to 1946.

Associate Director Lawrence Smedley of the federation's Dept. of Occupational Safety, Health & Social Security told a congressional panel last February that maladministration and political manipulation of the agency had resulted in "bad experiences" for an untold number of eligible beneficiaries.

"Tens of thousands of beneficiaries, who made social security contributions throughout their working lives, have received unfair treatment or improper handling of their benefit claims which probably would not have happened had SSA been able to make independent decisions free from the pressures of political appointees," Smedley said.

The study panel, headed by former U.S. Comptroller Gen. Elmer B. Staats, found that HHS cannot give the attention to the social security program that is required because of the complexity of the system, and its size.

Staats said at a June 12 news briefing that he personally favors creation of the separate agency, but stressed that the panel's task was simply to study the feasibility of giving it independent status and leaving it up to Congress to decide on making such a changeover. Other members of the study panel are Martha Derthick, professor of government and foreign affairs at the University of Virginia, and Arthur Hess, former deputy commissioner of SSA.

Currently it is a subdivision of HHS, and its commissioner is subordinate to HHS Sec. Margaret Heckler. The Staats panel noted that the agency has suffered from having nine different commissioners in the past dozen years, a deteriorating computer system, reorganizations that have upset workforce stability, and difficulties in administering its programs, notably its disability claims program.

Disability reviews

The agency's review of the disability claims program has caused thousands of truly disabled persons to lose benefits.

"These beneficiaries did not receive the fair, accurate, and humane reviews to which they were entitled," Smedley testified before the Staats group — Congressional Panel on Social Security Organization — in February. "It seems unlikely that an independent SSA would have handled the program in this manner."

The study panel also recommended to Congress that any newly created agency be relieved of the responsibility that the SSA now has for administering certain programs, including Aid to Families with Dependent Children and Child Support Enforcement. Under the panel's plan, these programs would remain with HHS.

Advisory board

The Staats group recommended a "strong administrator" appointed by the President for a four-year term coinciding with the President's term of office. It also suggested creation of a permanent nine-member advisory board to "oversee management and assess policy issues in social security, and to advise the social security administrator, the President, and the Congress."

Meanwhile, Rep. Edward Roybal (D-Calif.) announced that he and several other House members are introducing a bill that would give independent status to the agency. The Roybal proposal, however, would establish a five-member governing board named by the President.

In February, the AFL-CIO urged that an independent, nonpolitical agency should be under the direction of a five-member board appointed by the President with no more than three members from any one political party.

Court upholds seniority systems

Continued from page 1

The AFL-CIO is confident the courts will reject the Administration's program to reopen "old cases and old wounds," Kirkland declared. He said the federation looks forward to "close and vigorous cooperation" with its traditional civil rights allies in "the continuing struggle to preserve and advance affirmative action."

The Memphis case grew out of the settlement of a 1977 discrimination suit brought by black workers. The city agreed to substantially step up its hiring and promotion of black fire fighters.

Memphis and the IAFF local had in place a memorandum of understanding that layoffs, if any, would be based on seniority.

When the city began to lay off fire fighters in 1981, black employees sought a court injunction based on their concerns that a "last-hired, first-fired" policy would wipe out the gains of black fire fighters. A federal district court agreed, and that decision was upheld by the U.S. 6th Circuit Court of Appeals in Cincinnati.

As a result, several white fire fighters with seniority were laid off or demoted briefly along with a smaller number of black fire fighters. All were rehired or promoted within a period of six months.

The AFL-CIO and its Public Employee Dept. filed a friend of the court brief supporting the position of the Fire Fighters local. The federation said that while victims of discrimination should be assured their rights, other innocent employees—not responsible for the employers' wrongdoing—should not be harmed in the process.

In other Supreme Court actions:

- The justices let stand an appeals court ruling that the National Labor Relations Board does not have the authority to order remedial bargaining in cases where a union has never obtained majority support from employees—even where the company's unfair labor practices have been "outrageous."

NLRB opposed review

The Reagan NLRB, which recently said it was not going to issue such remedial bargaining orders anyway, argued against the review.

The case grew out of a 1977 attempt by the Ladies' Garment Workers to organize employees at Conair Corp. in Edison, N.J. After a hard-fought campaign, the ILGWU lost a December 1977 election and filed charges with the board. The NLRB ordered Conair to bargain with the union, partly on the grounds that the firm's "outrageous and pervasive" violations of labor law would make a fair rerun of the election impossible. But a decision by the District of Columbia Circuit Court of Appeals blocked the bargaining order.

The case stemmed from a suit brought by several members of Local 82 of the unaffiliated Teamsters.

- The question of whether the Equal Employment Opportunity Commission has power to enforce the Equal Pay Act and the Age Discrimination in Employment Act was left murky as the justices refused to review a lower court decision denying the agency enforcement authority.

But the case revolved around the issue of the so-called legislative veto power written into the law rather than substantive civil rights issues. About 200 other federal laws are also affected.

Last year, the Supreme Court struck down as unconstitutional attempts by Congress to enact veto power for one or both houses to nullify actions of the Executive Branch. The Equal Pay Act contains the forbidden language, and the EEOC wanted the court to clarify whether the unconstitutional language could be separated from the rest of the measure.

House rollcall on endowment funding

The National Endowment for Democracy was established last year to support activities of private groups, including the AFL-CIO, to encourage democratic institutions in other countries. The House voted 226-173 on May 31 to stop funding the program.

As the AFL-CIO views it, wrong votes (W) to end funding were cast by 139 Democrats and 87 Republicans. Voting right (R) were 106 Democrats and 67 Republicans.

Numerals show congressional districts. A—absent. P—present but not voting.

ALABAMA
1. Edwards (R) R
2. Dickinson (R) W
3. Nichols (D) R
4. Bevill (D) W
5. Flippo (D) R
6. Erdreich (D) A
7. Shelby (D) R

ALASKA
AL Young (R) W

ARIZONA
1. McCain (R) W
2. Udall (D) R
3. Stump (R) W
4. Rudd (R) W
5. McNulty (D) W

ARKANSAS
1. Alexander (D) R
2. Bethune (R) W
3. Hammerschmidt (R) W
4. Anthony (D) PR

CALIFORNIA
1. Bosco (D) R
2. Chappie (R) W
3. Matsui (D) R
4. Fazio (D) W
5. Burton (D) R
6. Boxer (D) W
7. Miller (D) W
8. Dellums (D) W
9. Stark (D) W
10. Edwards (D) W
11. Lantos (D) R
12. Zschau (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) W
17. Pashayan (R) R
18. Lehman (D) W
19. Lagomarsino (R) R
20. Thomas (R) R
21. Fiedler (R) R
22. Moorhead (R) W
23. Beilenson (D) W
24. Waxman (D) R
25. Roybal (D) W
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) A
29. Hawkins (D) R
30. Martinez (D) W
31. Dymally (D) A
32. Anderson (D) R
33. Dreier (R) W
34. Torres (D) R
35. Lewis (R) R
36. Brown (D) R
37. McCandless (R) W
38. Patterson (D) R
39. Dannemeyer (R) A
40. Badham (R) R
41. Lowery (R) R
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) W
45. Hunter (R) R

COLORADO
1. Schroeder (D) W
2. Wirth (D) W
3. Kogovsek (D) W
4. Brown (R) W
5. Kramer (R) W
6. Schaefer (R) W

CONNECTICUT
1. Kennelly (D) W
2. Gejdenson (D) R
3. Morrison (D) W
4. McKinney (R) R
5. Ratchford (D) W
6. Johnson (R) W

DELAWARE
AL Carper (D) W

FLORIDA
1. Hutto (D) W
2. Fuqua (D) R
3. Bennett (D) R
4. Chappell (D) R
5. McCollum (R) W
6. MacKay (D) A
7. Gibbons (D) A
8. Young (R) A
9. Bilirakis (R) R
10. Ireland (D) R
11. Nelson (D) W
12. Lewis (R) R
13. Mack (R) R
14. Mica (D) R
15. Shaw (R) W
16. Smith (D) R
17. Lehman (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas (D) W
2. Hatcher (D) R
3. Ray (D) W
4. Levitas (D) R
5. Fowler (D) R
6. Gingrich (R) R
7. Darden (D) W
8. Rowland (D) W
9. Jenkins (D) A
10. Barnard (D) A

HAWAII
1. Heftel (D) R
2. Akaka (D) W

IDAHO
1. Craig (R) R
2. Hansen (R) A

ILLINOIS
1. Hayes (D) W
2. Savage (D) W
3. Russo (D) R
4. O'Brien (R) R
5. Lipinski (D) R
6. Hyde (R) R
7. Collins (D) W
8. Rostenkowski (D) R
9. Yates (D) W
10. Porter (R) R
11. Annunzio (D) R
12. Crane, Philip (R) W
13. Erlenborn (R) R
14. Corcoran (R) R
15. Madigan (R) R
16. Martin (R) W
17. Evans (D) W
18. Michel (R) R
19. Crane, Dan (R) W
20. Durbin (D) W
21. Price (D) R
22. Simon (D) A

INDIANA
1. Hall (D) W
2. Sharp (D) W
3. Hiler (R) W
4. Coats (R) W
5. Hillis (R) W
6. Burton (R) R
7. Myers (R) R
8. McCloskey (D) W
9. Hamilton (D) W
10. Jacobs (D) W

IOWA
1. Leach (R) W
2. Tauke (R) W
3. Evans (R) W
4. Smith (D) R
5. Harkin (D) W
6. Bedell (D) W

KANSAS
1. Roberts (R) W
2. Slattery (D) W
3. Winn (R) W
4. Glickman (D) W
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) W
2. Natcher (D) R
3. Mazzoli (D) W
4. Snyder (R) W
5. Rogers (R) W
6. Hopkins (R) W
7. Perkins (D) R

LOUISIANA
1. Livingston (R) R
2. Boggs (D) R
3. Tauzin (D) R
4. Roemer (D) W
5. Huckaby (D) W
6. Moore (R) W
7. Breaux (D) R
8. Long (D) R

MAINE
1. McKernan (R) W
2. Snowe (R) W

MARYLAND
1. Dyson (D) W
2. Long (D) W
3. Mikulski (D) W
4. Holt (R) R
5. Hoyer (D) R
6. Byron (D) A
7. Mitchell (D) A
8. Barnes (D) R

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) W
3. Early (D) R
4. Frank (D) W
5. Shannon (D) W
6. Mavroules (D) W
7. Markey (D) W
8. O'Neill (D) Speaker
9. Moakley (D) W
10. Studds (D) W
11. Donnelly (D) W

MICHIGAN
1. Conyers (D) W
2. Pursell (R) R
3. Wolpe (D) W
4. Siljander (R) R
5. Sawyer (R) A
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) R
10. Albosta (D) W
11. Davis (R) W
12. Bonior (D) W
13. Crockett (D) A
14. Hertel (D) R
15. Ford (D) W
16. Dingell (D) W
17. Levin (D) R
18. Broomfield (R) R

MINNESOTA
1. Penny (D) W
2. Weber (R) W
3. Frenzel (R) W
4. Vento (D) W
5. Sabo (D) R
6. Sikorski (D) W
7. Stangeland (R) W
8. Oberstar (D) W

MISSISSIPPI
1. Whitten (D) R
2. Franklin (R) A
3. Montgomery (D) W
4. Dowdy (D) W
5. Lott (R) R

MISSOURI
1. Clay (D) W
2. Young (D) R
3. Gephardt (D) R
4. Skelton (D) R
5. Wheat (D) W
6. Coleman (R) R
7. Taylor (R) W
8. Emerson (R) W
9. Volkmer (D) W

MONTANA
1. Williams (D) W
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) R
2. Daub (R) W
3. Smith (R) W

NEVADA
1. Reid (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. D'Amours (D) W
2. Gregg (R) W

NEW JERSEY
1. Florio (D) W
2. Hughes (D) W
3. Howard (D) R
4. Smith (R) R
5. Roukema (R) W
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Minish (D) A
12. Courter (R) R
13. Vacancy
14. Guarini (D) W

NEW MEXICO
1. Lujan (R) R
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Carney (R) W
2. Downey (D) W
3. Mrazek (D) W
4. Lent (R) R
5. McGrath (R) W
6. Addabbo (D) R
7. Ackerman (D) W
8. Scheuer (D) R
9. Ferraro (D) R
10. Schumer (D) W
11. Towns (D) W
12. Owens (D) W
13. Solarz (D) R
14. Molinari (R) R
15. Green (R) R
16. Rangel (D) A
17. Weiss (D) W
18. Garcia (D) R
19. Biaggi (D) R
20. Ottinger (D) W
21. Fish (R) R
22. Gilman (R) R
23. Stratton (D) W
24. Solomon (R) R
25. Boehlert (R) R
26. Martin (R) A
27. Wortley (R) W
28. McHugh (D) W
29. Horton (R) R
30. Conable (R) W
31. Kemp (R) R
32. LaFalce (D) PW
33. Nowak (D) R
34. Lundine (D) A

NORTH CAROLINA
1. Jones (D) W
2. Valentine (D) W
3. Whitley (D) W
4. Andrews (D) W
5. Neal (D) W
6. Britt (D) R
7. Rose (D) A
8. Hefner (D) W
9. Martin (R) W
10. Broyhill (R) W
11. Clarke (D) W

NORTH DAKOTA
AL Dorgan (D) W

OHIO
1. Luken (D) W
2. Gradison (R) W
3. Hall (D) W
4. Oxley (R) W
5. Latta (R) R
6. McEwen (R) R
7. DeWine (R) R
8. Kindness (R) W
9. Kaptur (D) W
10. Miller (R) W
11. Eckart (D) W
12. Kasich (R) R
13. Pease (D) W
14. Seiberling (D) W
15. Wylie (R) R
16. Regula (R) R
17. Williams (R) W
18. Applegate (D) W
19. Feighan (D) W
20. Oakar (D) W
21. Stokes (D) W

OKLAHOMA
1. Jones (D) W
2. Synar (D) W
3. Watkins (D) W
4. McCurdy (D) A
5. Edwards (R) A
6. English (D) W

OREGON
1. AuCoin (D) R
2. Smith, Robert (R) W
3. Wyden (D) W
4. Weaver (D) W
5. Smith, Denny (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) R
6. Yatron (D) R
7. Edgar (D) W
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) R
11. Harrison (D) W
12. Murtha (D) R
13. Coughlin (R) R
14. Coyne (D) R
15. Ritter (R) R
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) W
19. Goodling (R) R
20. Gaydos (D) R
21. Ridge (R) R
22. Murphy (D) R
23. Clinger (R) A

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) W

SOUTH CAROLINA
1. Hartnett (R) W
2. Spence (R) W
3. Derrick (D) R
4. Campbell (R) W
5. Spratt (D) R
6. Tallon (D) W

SOUTH DAKOTA
AL Daschle (D) W

TENNESSEE
1. Quillen (R) R
2. Duncan (R) W
3. Bouquard (D) R
4. Cooper (D) R
5. Boner (D) W
6. Gore (D) W
7. Sundquist (R) W
8. Jones (D) W
9. Ford (D) R

TEXAS
1. Hall, Sam (D) R
2. Wilson (D) A
3. Bartlett (R) W
4. Hall, Ralph (D) W
5. Bryant (D) A
6. Gramm (R) A
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) R
10. Pickle (D) R
11. Leath (D) A
12. Wright (D) R
13. Hightower (D) W
14. Patman (D) W
15. de la Garza (D) R
16. Coleman (D) R
17. Stenholm (D) W
18. Leland (D) W
19. Hance (D) A
20. Gonzalez (D) R
21. Loeffler (R) W
22. Paul (R) W
23. Kazen (D) R
24. Frost (D) W
25. Andrews (D) W
26. Vandergriff (D) W
27. Ortiz (D) R

UTAH
1. Hansen (R) W
2. Marriott (R) A
3. Nielson (R) W

VERMONT
AL Jeffords (R) A

VIRGINIA
1. Bateman (R) W
2. Whitehurst (R) W
3. Bliley (R) W
4. Sisisky (D) W
5. Daniel (D) W
6. Olin (D) W
7. Robinson (R) W
8. Parris (R) W
9. Boucher (D) R
10. Wolf (R) R

WASHINGTON
1. Pritchard (R) R
2. Swift (D) R
3. Bonker (D) W
4. Morrison (R) R
5. Foley (D) R
6. Dicks (D) W
7. Lowry (D) W
8. Chandler (R) R

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) W
4. Rahall (D) W

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) W
3. Gunderson (R) R
4. Kleczka (D) W
5. Moody (D) W
6. Petri (R) R
7. Obey (D) R
8. Roth (R) R
9. Sensenbrenner (R) A

WYOMING
AL Cheney (R) W

EDITORIALS

Looking to the Democrats

AMERICAN WORKERS are looking to the Democratic Party to restore faith in their government as an instrument for the advancement of *all* the people. They look to the Democratic Party to reaffirm its historic commitment to equal rights and equal opportunity through a platform that calls for jobs and fairness and looks to the future.

Democrats must stand for a massive reinvestment in America—in our human resources and in our decaying infrastructure. Let others rant about "getting government off our backs." Such demagogery will not build a single classroom, retrain a single worker, repair a single rotting bridge, or take us one step closer to security in a dangerous world.

Life in America revolves around work. Exactly as a good job is the foundation of a good life, full employment is the foundation of a good society, the key to stable family life, wholesome neighborhoods, and a self-reliant citizenry.

We propose, therefore, that full employment should be not a plank but the foundation of the 1984 Democratic platform.

Because multinational corporations have shipped America's productive capacity overseas, because business bankruptcies are mounting, because 8 million Americans are unemployed and paychecks are shrinking, we have a lower inflation rate than we might otherwise have had.

But what a price we have paid. Massive unemployment has taken a heavy toll on the working middle class. Working families have always supposed that life would be better for their children. Now they are not sure.

THE DEMOCRATIC PARTY must speak to their needs if it is to win in November.

We need a reasoned industrial policy, incorporating the views of labor, management, government and the public, dedicated to making the most of the nation's physical and human resources.

We need a trade policy which insists that all nations play by the same rules.

We must repeal those unfair and irresponsible Reagan tax giveaways and that array of credits, deductions and exclusions which have increased the proportional tax burdens of low- and middle-income people and lightened the tax load of business and the wealthy.

We must halt the flow of "supply-side" giveaways to corporations which were supposed to invest in jobs-producing industry but instead used their booty to buy and sell each other in an orgy of corporate cannibalism.

Fairness is a central issue in the elections of 1984.

Fairness requires that the next Democratic administration return the agencies of government to their proper functions, and restore the humane and necessary programs that have been dissolved.

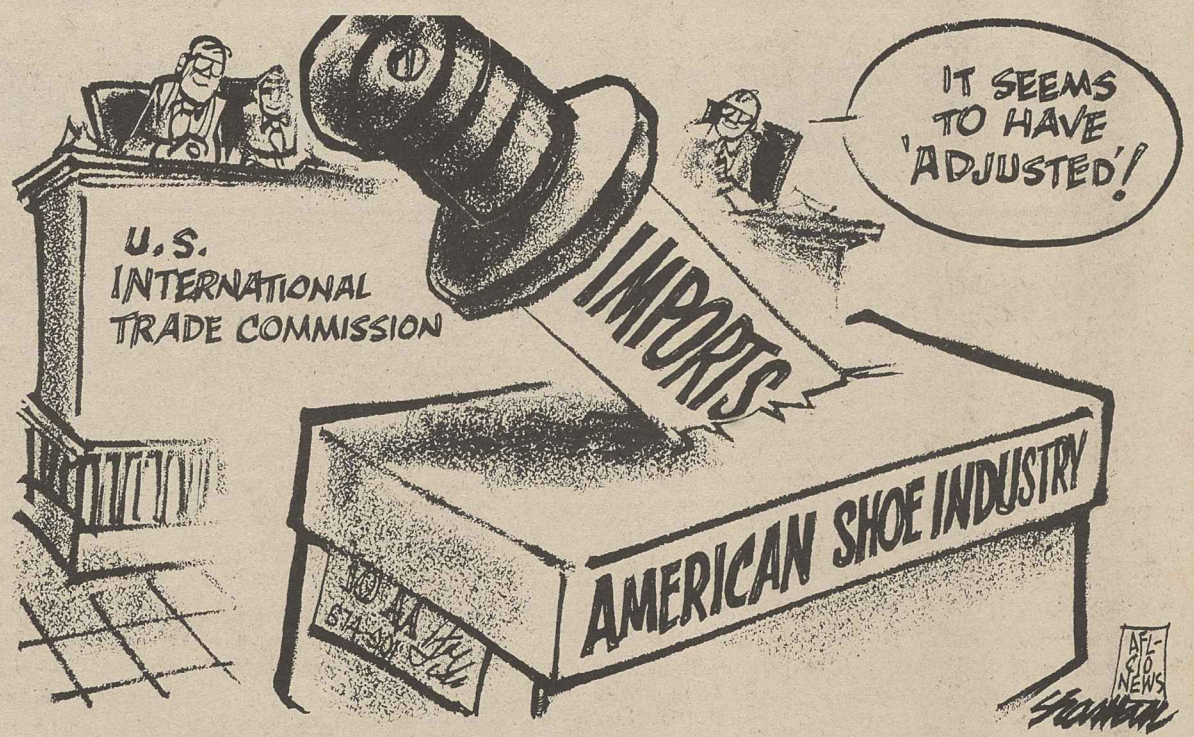
AMERICAN WORKING men and women are looking to the Democratic Party to put their government back in the business of fighting discrimination and inequality.

That calls for early passage and ratification of the Equal Rights Amendment and for enactment of federal legislation promoting wage equity and equal pay for comparable work.

Although the American labor movement is the property of no party, we know that most workers have historically looked to the Democratic Party for a government that is responsive to their deepest concerns. And we know that their support has been essential to every Democratic victory in modern times.

In advancing these platform proposals, the AFL-CIO calls upon the Democratic Party to continue and to deepen its role as a party of working men and women, and thereby to enhance its own prospects, and advance the nation's in November.

—From AFL-CIO President Lane Kirkland's presentation to the Democratic platform committee, Washington, D.C., June 11, 1984.



Washington Window

Elderly most vulnerable to medical quacks, fraud

By Press Associates, Inc.

The elderly—often lonely and with meager resources—remain perhaps the most vulnerable group in American society.

That much seems clear after a House hearing revealed that medical quackery is a major growth industry, with the elderly its chief victims.

In 1965, a Senate committee estimated that medical quackery cost the nation $1 billion a year. Today, a conservative estimate puts the cost at more than $10 billion.

Rep. Claude Pepper (D-Fla.), vigorous spokesman for the nation's elderly, emerged as the prime force behind a four-year investigation into the impact of quackery on the elderly.

In releasing the 250-page study, Pepper said it proves that "quackery is a national scandal," and added:

"Billions of dollars are being ripped off. Thousands of people are being harmed. Many of our most vulnerable citizens have the last few precious moments of their lives stolen from them or suffer needlessly, and no one seems interested in doing anything about it."

"Some of the phony products being promoted by these crooks and quacks," Pepper said, "include cancer cures like a compound composed of ground-up diamonds, a tonic made of warts of horses suspended in sour milk, and serums drawn from human urine and fecal matter.

Bogus remedies

"We found promoters who advised arthritics to bury themselves in the earth, sit in an abandoned mine, or stand naked under a 1,000-watt bulb during the full moon.

"These suffering souls have been wrapped in manure, soaked in mud, injected with snake venom, sprayed with WD-40, bathed in kerosene, and made to pay for the privilege."

The House Committee on Aging got into the problem by conducting hearings on frauds perpetrated against the elderly. It found that, while senior citizens make up 11 percent of the population, they account for 30 percent of all crime victims. Surveys showed that fraud was the largest category of non-violent crime, and health care fraud was the most important, with the elderly making up 60 percent of the victims.

The elderly are vulnerable because they have very real health problems, the study said. They are sick three times as often and three times as long as younger people. Their medical bills are triple those of younger people and they have half the income.

Phony cures

The Pepper report said phony cancer cures make up the largest share of health care frauds, at up to $5 billion a year. Questionable arthritis cures cost the nation $2 billion and anti-aging remedies the same or more.

To deal with the problem, the Pepper report said that, first, there must be greater public awareness. Next, the states, with primary authority for enforcing criminal laws, must become active; unfortunately, two-thirds of the states lack criminal sanctions against health care fraud.

On the federal level, the Pepper study had praise only for the U.S. Postal Service as aggressively trying to enforce the law. But it urged more inspectors and tougher criminal penalties. Other agencies, such as the Federal Trade Commission, the Food & Drug Administration, and the FBI and Justice Dept., have been asleep on the job, the report charged.

One hopeful response from Congress has been the sudden bipartisan movement in both House and Senate to create a National Institute of Arthritis. The disease costs the nation $25 billion a year, yet only $80 million is being spent on research this year.

Finally, the Pepper report said Congress should create an agency to impartially test new drugs and unproven remedies. A public clearinghouse can then respond to citizen inquiries as to whether alleged remedies are legitimate.

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MEMO FROM COPE

Pundits, Schmundits . . . Let's Hold Election, Anyway!

Why even bother to hold the presidential election?

A whole bunch of commentators and columnists already have conceded it to President Reagan.

But maybe we should conduct it anyway, simply to permit the people to ratify the decision of the pundits—or, on the other hand, in case the pundits are wrong. It wouldn't be the first time.

Following are some of the arguments these seers raise to explain their re-election of Reagan this far in advance of November 6:

► His personal popularity is very high, despite deep public disapproval of many of his policies.

► What with a gee-whiz recovery (the President's appraisal of it), the economy is taken away from the Democrats as a major issue.

► The Democrats have so bloodied themselves in the primary/caucus process they won't be able to bind the self-inflicted wounds sufficiently to mount an effective presidential campaign.

Each of these conclusions floats on quicksand and could be sucked under any time between now and November 6.

1. *Reagan's personal popularity*—It *is* high. He seems as widely liked as Smokey the Bear. But his person is much more popular than his policies. In virtually all polls, he shows up with a rating almost twice as high in personality as in program. On issues like health, nutrition, education, and the environment, for example, the 65 percent figure of voters who like Reagan personally turns topsy-turvy to 65 percent who oppose what he's done. The percentages change even more radically on foreign policy issues.

Then, too, in the polls Reagan's personal standing apparently does not translate into much pulling power in terms of voter support for his candidacy.

There's been constant reference since 1980 to the Reagan "landslide" of that year, so much that it's hardly recalled anymore that the "landslide" was strictly in electoral votes. Reagan got just 51 percent of the popular vote.

Those in the media who prematurely have re-elected him seem not to be paying attention to their own polls. Consistently, when pitted in surveys in recent months against credible prospective Democratic challengers, Reagan has failed to expand much beyond the 51 percent that elected him.

When the Democratic nomination becomes official, that percentage will fluctuate with the ebb and flow of the campaign. But it should be sobering to Republicans (though there's no evidence of it—they're on a real high) that there's been practically no growth in Reagan's political support since 1980.

A further point: In recent months, Democratic presidential candidates have been going at one another. For the most part, Reagan's been out of the line of fire. The focus now shifts to him. His record will be openly and forcefully debated. He'll have to defend it—all of it. And much of it, the public does not approve.

2. *The economic issue*—A couple of things can be said about this: (a) There is a lot of residual grief— and plenty of long memories—from the first Reagan Recession, and (b) there is a lot of fear that a second one is on the way unless current policies (and by inference, the President responsible for them) are traded in.

After 3½ years under Reagan, unemployment is finally back down to the range it was when he arrived. In the interim, more than 30 million working Americans suffered one or more periods of joblessness. Hundreds of thousands are still out, and many will never get back to the jobs they had unless steps are taken to help revive the industries that once employed them.

Meanwhile, such as the recovery is, it has made no dent in the number of Americans living in poverty. Indeed, the number has ballooned under Reagan. And the recovery restores none of the food, medical or housing assistance taken from millions of the needy by Reagan policies.

For these millions, the economy remains an issue.

And it's an issue for millions of others who see an increasing number of headlines and reports warning of a second Reagan Recession not far down the pike. Many economists see it as more devastating than the first one.

If it were only labor or Democratic or "liberal" economists making such predictions, they could be shrugged off by the Reagan campaign perhaps as politically inspired sour grapes. But economists of a wide variety of viewpoints—including conservative—are in the chorus, warning that Reagan deficits could be the economy's undoing.

Only the President himself, and his head pom-pom person, Treasury Secretary Donald Regan, seem unphased by the Pikes Peak-like deficits. Strange for a couple of persons who entered office hell-bent on balancing the budget, promising to do it by 1983, and deploring Carter-era deficits only one-fourth the size of the ones they've produced.

Almost every economist predicts dire events stemming from the deficits, among them continued high—and increasing—interest rates, which could turn the economy onto a fast downhill slope.

So the economic issue is not all peaches and cream for the President.

3. *The Democrats have done themselves in*—Not that Democrats are incapable of spilling their own blood by the gallon, but it's a bit much to describe the recently completed primary/caucus cycle in such gory terms. Yes, the two leading candidates threw some heavy leather and opened cuts on one another.

But there is far more uniting than dividing them, and the adhesive that will bind them together is their common goal and their party's of retiring Ronald Reagan from office.

It might be a while before togetherness arrives—indeed, the convention itself might be testy—but there are too many with too much at stake in a unified campaign in the fall to think that any one of the primary candidates or any segment of the party will throw a monkey-wrench into the works.

Certainly, Reagan would benefit from a divided party. They know this, and won't give him that edge.

It turns out not one of the major arguments advanced to make Reagan seem a sure bet is solidly based. So—pundits, schmundits—let's hold the election November 6 anyway.

You never know: The voters might have something else in mind.

Odds 'n Ends

NICE COMPLIMENT from Howell Raines, writing in New York Times, June 10: "While few doubted the importance of the AFL-CIO endorsement (of Walter Mondale) perhaps no one suspected its absolute indispensability. Labor deserves the major credit for engineering the massive turnout of union and elderly voters that helped Mr. Mondale overcome the drain on his electoral base caused by the Rev. Jesse Jackson's ability to capture huge majorities among black voters."

JOE McCARTHY SYNDROME spreads out from U.S. House—where right-wing Republicans hurl "soft on communism charges" at Democrats—right into the middle of campaigns. Conservative Alliance, headed by National Conservative PAC's Terry Dolan, plans $500,000 independent expenditures campaign against incumbent Democratic House members in seven states. Theme: "Soft on Communism." Opening guns fired in Maryland at Reps. Mike Barnes and Clarence Long. Weapons are direct mail, radio/TV ads reminiscent of smear stuff that broke on the scene in a big way in 1980 Senate races with great success, but flopped badly in 1982.

SENATE STILL 'IFFY' on who'll hold reins as of next January. GOP confident it won't lose control, though present 55-45 margin not expected to hold up. Democratic seat in Massachusetts previously thought safe now questionable after recent announcement of Sen. Paul Tsongas that he's stepping down. GOP candidate is Eliot Richardson, popular in Bay State, and no mossback, holder of many elective and high appointive offices. Progressive Rep. James Shannon (92 percent "right" on AFL-CIO voting record), received state Democratic Party endorsement, but still must win nomination in September primary.

Got a Better One-Vote-Counts Story Than This?

If his lead holds up through the recount, and if he goes on to win in November, labor-supported Lloyd Doggett's victory in the recent Texas Democratic Senate primary could be one of the great one-vote-counts stories of them all.

Doggett topped conservative Democratic Rep. Kent Hance in the state's run-off primary with a pre-recount edge of only 467 votes out of 979,309 votes cast. That's 50.02 to 49.98 percent.

This close battle in the run-off follows a cliff-hanger first primary on May 5 in which Doggett ran second to Hance by only 273 votes but ahead of former Rep. Bob Krueger by a little less than 1,000—the three of them separated by less than a percentage point and barely more than 1,000 votes out of 1.5 million votes cast. (Earlier figures on the first primary, carried in the May 19 Memo, differed and were based on incomplete returns.)

But this is just the beginning. Should Doggett's victory be confirmed by the recount, he'll head into the general election against Rep. Phil Gramm, the GOP Senate nominee. Should Doggett then defeat Gramm, four ultra-conservatives would have left office in this election for one Senate seat.

It starts with the incumbent, Sen. John Tower (R), who voluntarily decided not to seek re-election. He leaves behind a 91 percent "wrong" AFL-CIO voting record.

En route to the GOP nomination, Gramm ousted right-wing Rep. Ron Paul in the primary, so Paul will be out of office come January. Paul's AFL-CIO voting record is 93 percent "wrong."

Again, if Doggett after the recount remains the primary winner, he will have bumped a "Boll Weevil" Democrat, Hance, whose AFL-CIO record is 67 percent "wrong."

Finally, should Doggett make it all the way and win election in November, in dumping Gramm he'll take out an 89 percent "wrong" voting record.

In aggregate, the four—Tower, Paul, Hance, Gramm—have cast 68 "right" votes and 464 "wrong" votes on the AFL-CIO record, just shy of 7-1 "wrong."

What a parlay it would be to see these four sent out to pasture as a consequence of one race.

And all this could flow from a few votes in the first primary and another few in the run-off.

Does one vote count? You bet it does!

Speaking of one vote, in the GOP run-off primary for Phil Gramm's House seat in Texas, Max Hoyt edged his opponent by only 18 votes—4,630 to 4,612. In an even closer race, Rosemary Thakar took the GOP House nomination in California's 7th District by only 12 votes out of 38,040 cast—19,026 to 19,014.

AFL-CIO news

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LEGISLATIVE ALERT!

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AFL-CIO Director Ray Denison presents case against subminimum wage at a Senate hearing. Federation Economist John Zalusky is at left.

Reagan plan to cut youth pay branded 'unfair, deceptive'

By James M. Shevis

An Administration plan for a subminimum summer wage for youths is a scheme whose benefits would accrue to predatory employers and not to workers, the AFL-CIO charged in testimony before a Senate committee.

The federation is "unalterably opposed" to the plan, AFL-CIO Legislative Director Ray Denison told the Senate Committee on Labor & Human Resources, because its passage would lead to "exploitation of Americans of any age, any sex, any color, any religion, any national origin."

Under the proposal, introduced by Sen. Charles Percy (R-Ill.), employers would be allowed to hire youths 16 to 19 years old at jobs paying $2.50 an hour for the five-month period between May 1 and Sept. 30. The federal minimum wage is now $3.35 an hour.

The Administration claims the Youth Employment Opportunity Wage, as the proposal is called, would expand job opportunities for young people. The plan is a more limited, experimental version of a White House proposal that was shot down by Congress last year.

Actually, Denison charged, the subminimum wage plan is "an unfair and ineffective deception hiding behind the noble purpose of creating jobs for young Americans."

Defenseless youths

"Its true effect will be to serve up hundreds of thousands of young defenseless workers to employers most willing to exploit them," he said. "The American custom has been to pay workers for their contributions and experience, not according to their age or group unemployment rate."

The AFL-CIO has warned that any step backward from the current minimum wage standard eventually would be expanded, and that this would particularly hurt entry-level workers, the untrained, and the uneducated.

"To the extent that preference is given to workers under 20 in obtaining jobs," Denison said, "the result of a subminimum wage will simply be to transfer unemployment to others who will be struggling for the same minimum wage jobs—those over 20, finished with school trying to start working careers—or those frozen in low-wage jobs.

"The idea of experimenting with discrimination based on age or unemployment rates is simply offensive, particularly as it is clear that idea will not and has not created new employment in the past."

Appearing for the Administration in support of the plan, Labor Sec. Raymond Donovan contended that the subminimum wage could create as many as 400,000 new jobs this summer, an estimate quickly challenged by Sen. Edward M. Kennedy (D-Mass.), a member of the committee.

Kennedy attacked the proposal as "a shopworn idea." He challenged Donovan to show how he arrived at his figure and to explain how the Labor Dept. could

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House version opposed

Battle on immigration shifted to conference

The congressional battleground on immigration reform shifted to a House-Senate conference after the House narrowly adopted a jerry-built measure by a 216-211 vote.

Although the Senate has twice passed similar bills by better than 4-1 margins, the legislation will face several hurdles when conferees meet to reconcile major differences.

Labor and Hispanic leaders are rallying support to eliminate a House-adopted amendment introduced by Rep. Leon Panetta (D-Calif.) that would permit employers to continue to use large numbers of foreign agricultural workers to harvest crops.

Unions are also pressing for stronger sanctions against employers who knowingly hire illegal aliens.

The AFL-CIO withdrew support for final passage of the bill following adoption of the Panetta amendment on a 228-172 vote.

Exploiting workers

In calling for the defeat of the bill, AFL-CIO Legislative Director Ray Denison warned that "with the inclusion of the Panetta amendment, the agricultural industry has been given a free hand to continue to employ—and exploit—undocumented workers to their detriment and the detriment of U.S. domestic workers."

The legislation, which had the backing of the Reagan Administration, sharply divided Democrats and Republicans. Democrats voted against final passage 135 to 125, while Republicans favored the bill 91 to 73. **(Rollcall, Page 8.)**

Passage of the bill came after a week of often heated debate and votes on more than 60 amendments.

Surprising opposition

The chief sponsor of the House bill, Rep. Romano Mazzoli, (D-Ky.), expressed surprise over the large number of negative votes. He initially introduced the legislation in March 1982 with Sen. Allan Simpson (R-Wyo.), chairman of the Senate subcommittee on Immigration.

House conferees have not yet been named. Senate members of the conference committee will be Simpson, Strom Thurmond (R-S.C.), chairman of the Judiciary Committee, and Edward M. Kennedy (D-Mass.), ranking minority member of the Judiciary subcommittee on Immigration.

Both the House and Senate must approve any changes made by the conferees.

The key features of the legislation include amnesty for certain undocumented persons already in the country, and sanctions on employers for illegal hiring practices.

Both the House and Senate versions would impose fines up to $2,000 on an employer who knowingly hires an illegal

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Bankruptcy bill labor protections put to conferees

The issue of strong worker protections when a company declares bankruptcy is now up to a Senate-House conference committee which will seek to reconcile differing measures to reform the nation's bankruptcy laws.

Strong safeguards for workers and their unions were part of the bankruptcy reform measure approved by the House last March. But by agreement, the Senate version omitted the labor provision.

Organized labor had been supporting an amendment by Sen. Robert Packwood (R-Ore.) that would require court approval before a company could abrogate labor agreements during a corporate reorganization under the bankruptcy laws. Before giving approval, a judge would have to rule that the company was near collapse.

The AFL-CIO will press for inclusion of the House language in the bill that emerges from the House-Senate conference com-

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Defense firm earns its workers' ire

By John R. Oravec

General Dynamics Corp.—the nation's largest defense contractor—is rapidly becoming a rotten place to work, union witnesses testified at House hearings.

They cited deteriorating collective bargaining relations and worsening job safety problems for workers at plants of the giant conglomerate.

For such a high ranking corporation, General Dynamics could do much better for its 85,000 employees, the panel of union representatives stressed at joint hearings of the House Labor subcommittees on Labor-Management Relations and Safety & Health.

Leadoff witness Owen Bieber, president of the Auto Workers, branded General Dynamics "a tough, arrogant management which is more concerned about short-range profits and rewards for executives than with the long-range health of the corporation and its workers."

Bieber charged that the company is being abetted in its abuse of workers by several federal agencies, including the Defense Dept.

Year-old strike

Alluding to a year-old UAW strike at the company's Electric Boat Division at Groton, Conn., Bieber said:

"Here is a conglomerate which draws its strength and support from the deep pockets of the U.S. defense establishment. Instead of playing a constructive role and encouraging the company to reach an equitable settlement with its employees, the Dept. of Defense makes bargaining more difficult."

Others on the union panel included President Howard D. Samuel of the Industrial Union Dept. and representatives of the Machinists and Marine & Shipbuilding Workers.

More than a dozen IUD affiliates represent General Dynamics workers, Samuel noted, "and they share the concern of the UAW about the anti-labor tactics and anti-community attitudes of this corporation."

Samuel charged that the corporation is shirking its obligation to its workers, communities where it has plants, and the nation, particularly since it gets most of its income from the federal government.

In 1983, General Dynamics rang up a net profit of $286 million, more than double its 1982 gains.

"Despite a year of unprecedented profits, the company has insisted on major wage concessions by its workers and refuses to consider ending a number of inequities which currently exist," Samuel testified.

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6/23/84

Welcoming AFL-CIO President Lane Kirkland to the Clothing & Textile Workers convention are ACTWU President Murray H. Finley, right, and Sec.-Treas. Jacob Sheinkman.

OSHA reporting change hit for skewing inspection data

The AFL-CIO charged at a House subcommittee hearing that statistics collected by the Occupational Safety & Health Administration on worker illness and injury are "often misrepresented and misapplied."

OSHA was scored for its plans to revise its medical access rule, for its unannounced changes in inspection reporting, and for its widespread exemptions of manufacturers from general duty safety inspections.

Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, told members of the House Subcommittee on Manpower & Housing that the federation is concerned that the agency's plans to weaken the medical access rule "will seriously erode existing exposure and medical information making future evaluation of occupational disease more difficult, and impede worker and union access to this important information."

She pointed out at the oversight hearings that the medical access rule was established in 1980 to require employers to maintain records on worker exposure to toxic substances and make those records available to OSHA, the employees and their representatives.

Major provisions of the rule were recently upheld by the 5th Circuit U.S. Court of Appeals. The court rejected industry arguments that the rule's definition of a toxic substance is too broad, that the unions should not be provided access to the data, and that the trade secret provisions allowing worker and union access to chemical identities were not sufficiently protective.

Seminario pointed out that it was precisely those sections which OSHA in 1982 proposed to change by reducing the number of toxic substances covered by 90 percent, by allowing destruction of chemical identity records needed to establish historical exposures, and by precluding worker access to chemical identities claimed by manufacturers as trade secrets.

Switch of purpose

She charged that in making changes in its inspection activity, apparently "OSHA has decided that it is more important to have favorable statistics for public relations purposes than it is to have valid data for meaningful program evaluation."

Under the Reagan Administration, the agency's enforcement activity has shown "drastic declines," she said. In 1982, OSHA began including "records inspections" in its reports. These "records" inspections never evaluate workplace hazards and by policy, cannot result in citations for violations.

Seminario said that last February OSHA changed its enforcement reporting "to put a more favorable face on its dismal enforcement record." The agency began including records checks in its individual inspection totals and for the first time listed them as general schedule inspections.

The result, Seminario said, has been a skewing of the agency's inspection activity. For fiscal year 1983, the reporting change increases the number of workers covered by inspections from slightly over 2 million workers to nearly 3 million, while the claimed inspections grew from 48,745 to 59,351.

Seminario charged that this new practice "misrepresents enforcement activity." She noted that using the new rules, the agency recently claimed that it conducted more inspections in FY 1984 than any year since 1976.

On the use of widespread safety inspection exemptions, the AFL-CIO charged the program "by design exempts 75 percent of all manufacturing firms from OSHA general schedule safety inspections." Further, more than 50 percent of the manufacturing inspections result only in a records check.

OSHA's "targeting" program aimed at high-hazard industries is actually finding fewer violations under the Reagan Administration than under previous administrations, Seminario pointed out to the subcommittee.

Convention action

All-out political effort pledged by ACTWU

Hollywood, Fla.—Organizing, imports, job safety and political action dominated the discussions of the Clothing and Textile Workers' third constitutional convention here.

Calling for an all-out political drive, the 2,000 delegates pledged that 1984 will be "the year of our greatest registration and get-out-the-vote effort" to defeat Ronald Reagan and elect Walter F. Mondale as the next President.

The delegates also stressed the importance of electing "our friends" to the U.S. Senate and House. In a unanimous resolution, they declared that "only through effective political involvement will we achieve a program that will end the terrible human tragedy and national waste of high unemployment, rebuild our industrial base, establish a fair trade policy" and guarantee rights for women and minorities.

Recognizing the obstacles to organizing and the climate of apprehension felt in many shops, the convention emphasized the need for political change to encourage organizing. Delegates crowded to the microphones to urge more effort from the ACTWU staff and increased volunteer assistance.

All responsible

"We shouldn't blame the head table for anything," said a delegate from Paris, Ont. "We should make use of our best resource —our members—to get the job done."

In addressing the problem of imports, delegates from many states and Canadian provinces described the devastating effects of foreign-made goods on their jobs and their communities.

Another issue that aroused emotional support was occupational safety and health. The dangerous and unhealthy conditions brought about by failure of the authorities to enforce the standards already in place, were movingly depicted. Delegates commended the union leadership in fighting for standards and denounced the "blatant, reprehensible efforts of the Reagan Administration to severely weaken the Occupational Safety & Health Act."

In other actions, the delegates approved the creation of an ACTWU civil rights department, and took strong stands in favor of child care, education, environmental protection, consumer protection and foreign policy. The convention urged an end to the nuclear arms race, calling on the U.S. government to take new initiatives in the arms limitation talks, and demanding an end to military aid to El Salvador and to "any country found violating basic human rights."

Common struggle

In his address to the delegates, ACTWU Sec.-Treas. Jack Sheinkman cited the struggle for better wages, conditions and security as the "special interests" of all workers and told the delegates that "we know from hard experience that we either advance together or suffer apart."

Sheinkman described "full employment, a decent minimum wage, the health and safety of working people" as some of the special interests of organized labor.

He said that a key element needed for labor's recovery from the ills created by the Reagan Administration is political activity that "conducts year-round voter registration campaigns and encourages our members into the political process and utilizes their enormous potential strength."

Executive Vice President Scott M. Hoyman called for broad trade union cooperation in combatting corporate management that is taking advantage of workers' economic problems "for opportunistic, concessionary bargaining."

He said unions must work together to face the challenge of technological change, foreign imports and non-union products.

Near the closing of the convention, Mondale stirred the delegates with a closed circuit television address from Houston where he was meeting with Texas delegates to next month's Democratic National Convention.

Greeting his "old friends" in ACTWU, Mondale described his agenda for health programs, better educational facilities, productive jobs in both the public and private sectors and the regulation of imports.

J. Albert Woll dies at 80, AFL-CIO general counsel

J. Albert Woll, general counsel for the AFL-CIO since its formation in 1955, died of cancer June 19 at Georgetown University Hospital.

Woll, who was 80, had served as general counsel for the AFL from 1947 until the merger with the CIO eight years later.

At the time of his death, he also was general counsel of the Operating Engineers and the Bricklayers and chairman of the board of Union Labor Life Insurance Co.

In a message to his family, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said that "it would be impossible to say how many millions of workers and how many families have benefited directly from his skill and dedication to their interests in the realms of law and insurance. The whole United States is a better place because he lived."

J. Albert Woll

During the 1940s and '50s Woll worked closely with the late George Meany, president of the AFL and later the merged federation, in efforts to rid the union movement of communist and corrupt influences. Woll also had been general counsel of the Teamsters until the union was expelled from the federation in 1957.

He was the son of the late Matthew Woll, an AFL-CIO vice president and president of the International Photo-Engravers Union.

Chicago roots

Woll was a native of Chicago. After earning a law degree from the University of Illinois in 1927, he went into private practice. He later served as a prosecutor for Cook County and in 1934 was appointed a special assistant to the U.S. Attorney General in Washington.

In 1940, President Roosevelt named him U.S. attorney for northern Illinois. He held that post until 1947 when he became general counsel of the AFL and the Teamsters. Woll was a member of a number of bars, including that of the U.S. Supreme Court.

He served on the Prison Reform Commission headed by Chief Justice Warren Burger and was a director of the American Bar Association and a director of Catholic Charities in Washington.

His wife Genevieve died in 1974. Survivors include two children and 15 grandchildren.

Services were held at Our Lady of Mercy Church in Potomac, Md.. June 22. Burial was at Gate of Heaven Cemetery in Silver Spring, Md.

Texaco, Sunoco strikes pressed by Oil Workers

Denver — Management demands for sharp wage reductions and other givebacks are causing strikes against Texaco and Sunoco to drag on, the Oil, Chemical & Atomic Workers charged.

"These two prosperous companies, which are immensely profitable in spite of current economic conditions, are using the present day anti-labor climate to rewrite work practices and standards," OCAW President Joseph Misbrenner said.

The Sunoco strike by 1,400 OCAW members at Marcus Hook, Pa., and Toledo, Ohio, began Mar. 21. Instead of agreeing to a pattern industry settlement, the company is sticking to its demand for wage cuts of up to $4.70 an hour and weakening of the seniority system at the two refineries.

OCAW accused Texaco of insisting on slashing wages up to $5 an hour, tearing up the seniority clause and eliminating craft lines. The Texaco strike by 700 workers at Wilmington and Long Beach, Calif., and Anacortes, Wash., began Feb. 24.

OCAW said negotiations have been at a standstill because of the hardline position taken by both companies.

In an effort to get talks moving, the union's executive board has called for a consumer boycott of Texaco and Sunoco until a fair settlement is reached.

Trade panel backs copper import relief

The American copper industry sorely needs relief from the onslaught of imports, the International Trade Commission agreed unanimously.

In the 5-0 ruling, the ITC held that U.S. copper producers are being seriously injured by the flood of refined and blister copper coming primarily from Chile and to a lesser degree from Canada, Peru, Zaire and Zambia.

Imported copper has taken over 26 percent of the U.S. market, the ITC found, resulting in economic setbacks for the industry and job losses for American workers.

In earlier action, the commission voted 3-2 for relief for the domestic steel industry because of a 26-percent import penetration. But it rejected 5-0 a union-industry petition for relief from foreign-made shoes even though footwear imports have marched off with 69 percent of the U.S. market.

The copper industry is requesting quotas for five years limiting imports to about 350,000 metric tons a year. In 1983, imports of refined copper ingots and blister copper (slightly less pure than refined copper) surged 48 percent over 1982 to 528,000 tons.

Chile's tonnage in the U.S. market has more than tripled since 1979, according to industry data. Last year, Chile accounted for more than 55 percent of the imports.

Chilean cap

In their petition, 11 major copper producers asked the commission to cap the Chilean imports at 100,000 tons a year. They have been pouring into the country at an annual rate in excess of 250,000 tons. The petitioners also want Canada to hold its exports to the United States at current levels.

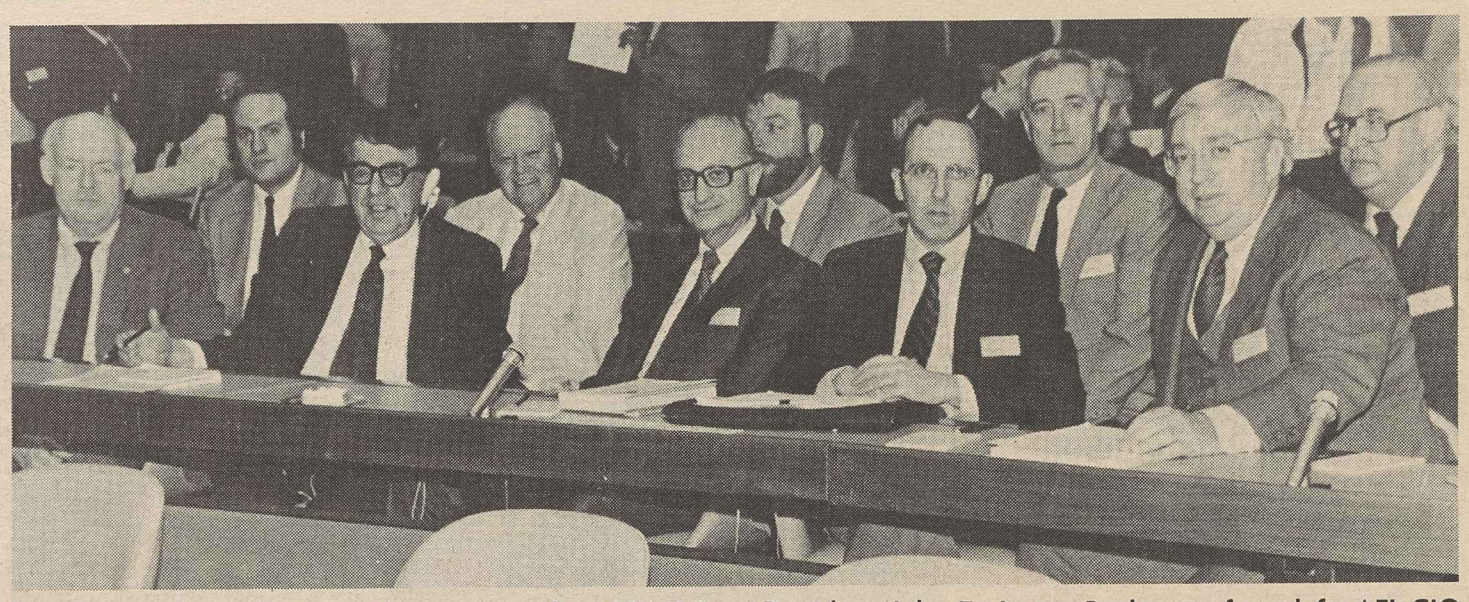
While unions representing copper industry workers were not signatories to the petitions, they expressed strong support for the ITC action.

The commission will meet later this month to determine an appropriate remedy to recommend to the President by July 9. Under provisions of the 1974 Trade Act he will have 60 days to accept, reject or modify the ITC recommendations.

In summing up the domestic copper industry's problems, ITC member David B. Rohr noted that "significant numbers of mines, smelters and refineries have closed, many permanently. Employment and hours worked have dropped dramatically at all stages of processing. The industry is running at substantial levels of losses."

Following the copper decision, ITC member Alfred Eckes's two-year term as chairman expired. The White House named commission member Paula Stern, a Democrat, to the position. Under the law that set up the ITC, the new chairman cannot come from the same political party as the predecessor. And since Eckes is a Republican, Stern was the only member to qualify.

While Stern supported relief on copper imports, she opposed the earlier petitions on steel and shoe import remedies.



Members of the AFL-CIO worker team at the 1984 ILO conference include, front row from left: Service Employees President John H. Sweeney; Director Irving Brown of the AFL-CIO Dept. of International Affairs; Dale Good, assistant to AFL-CIO President Lane Kirkland; Special Counsel Laurence Gold, and Bricklayers President John T. Joyce. Back row, from left: AFL-CIO Deputy European Rep. James Baker. Atty. Edward J. Hickey, Jr.; Michael Boggs, assistant director of the Dept. of International Affairs; Executive Director Patrick J. O'Farrell of the African-American Labor Center, and Charles D. Gray of the Asian-American Labor Institute.

ILO rebuffs Soviets on bid to curb rights monitoring

Geneva — A Soviet-sponsored draft aimed at undermining the International Labor Organization's ability to review implementation of labor and human rights standards by member nations was swept aside in the early stages of the ILO's annual conference, handing the Soviet bloc a major setback.

The Soviet effort was rejected when the resolutions committee failed to accord priority consideration to any of the five technical draft proposals submitted by the USSR and other Soviet-bloc nations. The Soviets had called for establishment of a working party to discuss revision of the ILO supervisory machinery for monitoring the way governments implement the standards they pledge to observe.

The communists asserted that present ILO standard drafting and monitoring procedures fail to take account of the "realities of the social, economic and political systems" of their countries.

But many western delegates view the communist campaign as aimed at the eventual dissolution of the ILO's unique tripartite structure that assures trade unions and employer organizations of member states a voice independent of their governments.

Elections

In other action, free trade unionists scored heavily in the election of worker members of the ILO's Governing Body.

All 13 nominees of the International Confederation of Free Trade Unions were elected to the executive body by their fellow worker delegates.

The long-established ICFTU practice of not contesting one seat enabled the Soviet "worker" delegate, Alexander Soubbotine, to squeak through with the smallest vote of the 14 elected representatives.

Employer delegates also hold 14 seats on the Governing Body while the 28 seats assigned governments round out the executive body's total membership of 56. Elections are for three-year terms.

Irving Brown, the U.S. worker delegate and director of the AFL-CIO Dept. of International Affairs, was re-elected to the Governing Body. Also chosen to new terms were Gerd Muhr of the West German Confederation of Trade Unions, Alfonso Sanchez Madariaga of the Mexican Trade Union Federation, and Shirley Carr of the Canadian Labor Congress.

Brown hailed the election of the 13 ICFTU candidates because of the discipline demonstrated by the free workers in this ballot and its confirmation of their predominance in the ILO.

Soviet setback

This was confirmed by the fact that for the first time in a council election the Soviet candidate was relegated to the bottom rung in the key ballot.

The only disappointing development for free workers was the failure of Gideon Ben-Israel of Israel's Histadrut to be returned as a deputy worker member of the Governing Body despite ICFTU endorsement.

The Israeli labor representative lost out in the secondary balloting for the Governing Body because of an apparent slippage in free worker cohesion. This is believed by many delegates to have been due to the votes that went to Wang Jiachong, the first worker representative to appear on the ballot from Communist China, which took over China's ILO membership only last year.

Application of international labor standards is the focus of this year's conference. Bricklayers President John Joyce is the representative of the U.S. worker delegation in the committee where new guidelines are being readied for adoption by the conference.

Service Employees President John Sweeney is on the committee that is taking a preliminary look at new standards for protecting the lives and health of workers against on-the-job hazards.

UAW passes test

Romeo, Mich. — Test drivers and mechanics at the Ford Motor Co. proving grounds here voted for representation by the Auto Workers. They are the largest unit of U.S. salaried employees at Ford to join the union.

The 166-member unit, peeved about unresolved grievances and no pay increases since 1980, decided it had a "better idea" for gaining respect and dignity from the company.

In 1983, Ford's top executives received increases of 13 to 17 percent, plus large bonuses, while the company's profits failed to trickle down to the general salaried workers. UAW Vice President Stephen P. Yokich said the union would let the company know of the frustration and anger of the unit—which includes test drivers, performance test drivers and driver mechanics—and that it deserves a fair and equitable contract.

Scheme to slash youth pay called 'unfair, deceptive'

Continued from Page 1

monitor compliance with the plan in view of the Administration's huge staff and budget cutbacks.

In his testimony, Denison pointed out that the current $3.35 minimum wage is a subminimum wage in terms of purchasing power.

"In fact, if the real value of the minimum wage is to be restored to the January 1978 level it would have to be increased to $4.31 per hour in April 1984 terms," he noted.

Denison said there is a pressing need to increase the minimum wage for the 10 million American workers employed at or near the current $3.35 level.

Rarely does the AFL-CIO agree with the National Chamber Foundation, he observed, but on two points in that organization's recent study on minimum wage regulation it agrees: one, that the current $3.35 minimum wage is low, and two, that there is no need for a youth subminimum wage.

A youth subminimum is the wrong way to deal with the problems of youths seeking education, training, and employment, Denison stressed.

"The right approach must include improvement and expansion of education, training, work experiecce and employment opportunities for young people, with special emphasis on stay-in-school programs and earnings opportunities for disadvantaged youth with school-and-work programs," he said.

Legislation along these lines has been proposed in Congress by Kennedy and Rep. Augustus F. Hawkins (D-Calif.), which the AFL-CIO supports.

Bankruptcy bill put to conferees

Continued from Page 1

mittee. The target date for final action on the bill is June 27.

The measure is designed to overturn the effects of a recent Supreme Court ruling that a company seeking relief under the bankruptcy laws could cancel its union contracts if it found them "burdensome."

In the Senate, anti-union lobbying against the Packwood amendment was led by the U.S. Chamber of Commerce. While there appeared to be enough votes to pass the labor safeguards, opponents threatened to use filibuster tactics to kill the entire bankruptcy measure if necessary to block the amendment. Sen. Robert Dole (R-Kan.), chairman of the Senate Finance Committee, who negotiated the agreement to bypass the labor guarantees, made it clear to the federation and concerned unions that the labor issue would be taken up by the conference committee.

In what has been the most intense business-labor dispute on Capitol Hill this year, Senate debate on the measure ranged over a variety of issues. Among other things, the bill would create 85 new federal judgeships to relieve clogged federal courts.

Other protections

The Senate bill also incorporates provisions to protect shopping centers whose tenants go bankrupt and owners of time-shared condominium developments that fail.

The issue of whether a company can walk away from its labor contract arose in February when the Supreme Court, in a case involving a New Jersey building supplies concern, Bildisco & Bildisco, said that employers may discard their collective bargaining agreements when they file for reorganization.

In that decision, the court noted that a company could abandon its labor contract even before a bankruptcy judge had considered its financial plight.

Before the House acted in March, Kirkland had expressed the AFL-CIO's alarm over the court's ruling in a letter to union activists across the country.

"No issue confronting the trade union movement is more important than the corporate abuse of bankruptcy to break collective bargaining agreements," he said.

Vegas strike brings victory at most hotels

Las Vegas, Nev.—Stagehands and Musicians ended a 75-day walkout with contract victories at world-famed showrooms in this gaming center, clearing the way for all but 1,400 of 17,000 original strikers to go back to work in the resort's hotel-casino industry.

Still walking picket lines at six properties were members of Culinary Local 226 and Bartenders Local 165. At one of them, the Marina Hotel, Stagehands also continued to strike.

The key issue remaining was management's insistence on retaining scabs hired during the dispute which started Apr. 2.

But the bulk of the industry was back at work under a five-year agreement which carried significant health and welfare gains.

A guaranteed 40-hour work week and job rights were protected in the new package for Culinary and Bartender members. Musicians and Stagehands will continue to get a 12-show weekly guarantee, in addition to other protections.

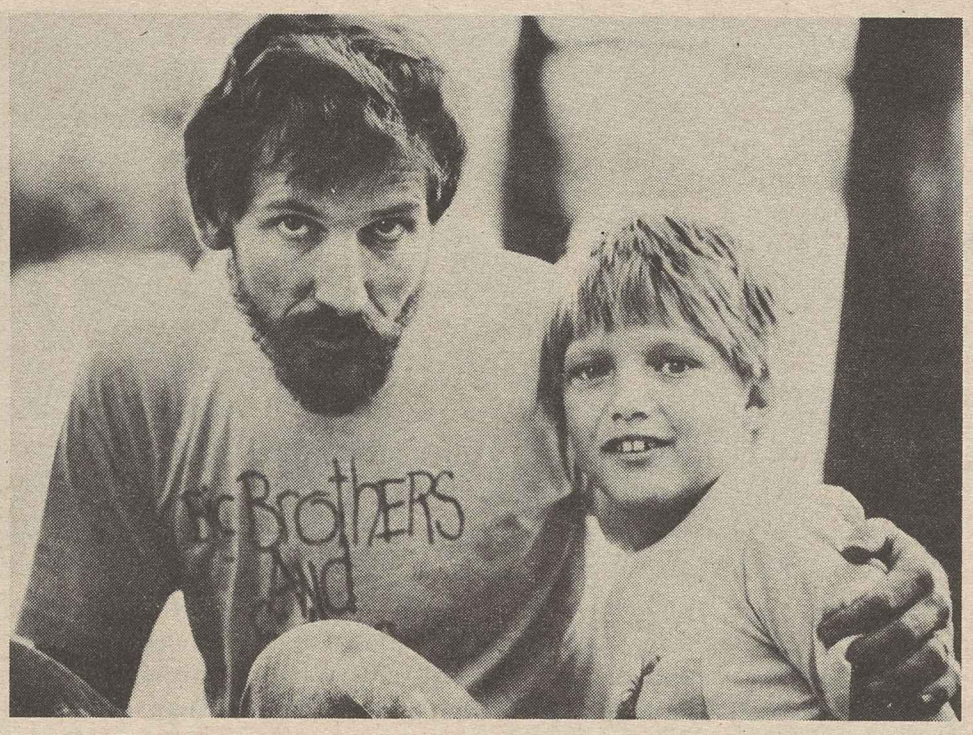
The five-year package is worth $1.91 an hour in wages and fringe benefits over the term to Culinary and Bartender members. Stagehands and Musicians took a five-year wage freeze to keep their show guarantees and other job protections.

"The hotels were only offering something less than 5 percent more in wages over the five years, so we chose job security rather than the small improvements in wages," said Mark Tully Massagli, president of both Musicians Local 369 and the Nevada AFL-CIO. He said Las Vegas showroom musicians were the highest paid in the United States in their category.

Stagehands Local 720 President Dennis Kist, arrested four times as he led demonstrations during the record 75-day dispute, also hailed the new agreement for its job-saving features.

Culinary and Bartender members of the Hotel Employees & Restaurant Employees had refused to return to work for some three weeks despite reaching agreement with about a dozen hotels so that Stagehands and Musicians could get satisfactory contracts.

Besides the Marina, the strike continues at the Four Queens, a member of the Hyatt chain, two Holiday Inn properties, Sam's Town and the California Hotel.



Big Brother of the Year

Paul Otradovec of Communications Workers Local 3105 in Gainesville, Fla., is the 1984 Big Brother of the Year. Otradovec, who "adopted" Damian Adams two years ago when he was age 7, was honored at the Big Brothers/Big Sisters of America national conference in Memphis, Tenn. Otradovec is active in union community services programs and has been chairman of CWA's United Way campaign at Southern Bell for five years.

Senate urged to vote funds for democracy endowment

Senate approval of full funding for the National Endowment for Democracy was urged by AFL-CIO President Lane Kirkland in a letter to U.S. Senators.

Kirkland said denial of the funds would be tragic: "Plans laid would have to be withdrawn and friends made in the international labor movement would have to be turned away from a common effort to create democratic institutions."

Created last fall

Congress created the Endowment last fall to support the activities of private groups, including the AFL-CIO, in encouraging the development of democracy in other countries.

The Senate Appropriations Committee on June 12 approved the full $31.3 million in funding authorized for the Endowment. The funding measure, which is part of a larger appropriations bill to fund the Commerce, State and Judiciary departments, is awaiting Senate floor action.

Funds for the newly created agency include $13.8 million for the AFL-CIO's Free Trade Union Institute to continue overseas projects aimed at helping workers form and maintain free, democratic unions. The House voted 226-173 on May 31 to stop funding the program.

A two-year authorization for the Endowment was passed last fall and partial year funding of $18 million was appropriated for the current fiscal year that ends Sept. 30.

"For labor, this has already meant an opportunity for the AFL-CIO to expand significantly its international work at an important moment in history," Kirkland said in his appeal to the Senate to restore the funds eliminated by the House from fiscal year 1985 appropriations.

American presence

Without public funds necessary for such projects as those undertaken by the federation's Free Trade Union Institute, he said, "these efforts will not be made and the American presence will continue to be characterized solely by government to government contacts."

He urged Senate members to vote for the full $31.3 million funding and reject any efforts to cut back or otherwise substantively change the Endowment.

With the current funding, the Free Trade Union Institute already has begun a number of initiatives to help foreign unionists protect human and other trade union rights, Kirkland observed.

"We are responding to requests to help them build organizations that democratically represent workers. We also plan to support trade union exiles trying to preserve an independent voice for those facing suppression inside dictatorial or totalitarian regimes," he said.

Threats to freedom

"We are told by our trade union allies that these activities will help stave off serious, heavily financed threats to freedom and democracy. It would be tragic if this effort that has barely gotten off the ground were ended."

American labor has considerably widened its international scope in the past few years, Kirkland pointed out. In 1982, the AFL-CIO rejoined the International Confederation of Free Trade Unions and is now participating in that organization's efforts to help struggling democratic unionists.

Three years ago, the United States returned to the International Labor Organization where promoting trade union rights is part of labor's agenda for expanding the number of free governments in the world, Kirkland observed.

NLRB judge hits hotel-casino for 10-year failure to bargain

Reno, Nev.—Angered by a gambling resort's decade-long record of flouting U.S. labor law, a National Labor Relations Board judge has slapped it with a 14-point order to clean up its relations with the union representing about 700 employees.

In addition, the hotel-casino Nugget in Sparks, Nev., just north of Reno, was assessed the unusual penalty of paying all NLRB costs and expenses for at least the last two years, including "salaries, witness fees, transcript and record costs, and travel expenses and per diem."

HERE local

Administrative Law Judge Richard J. Boyce of San Francisco said he imposed the severe penalty because for nearly 10 years the Nugget and its owner, John Ascuaga, "evaded its statutory obligation to recognize and bargain in good faith with the union," Local 86 of the Hotel Employees & Restaurant Employees.

"Traditional forms of relief would not sufficiently effectuate the policies of the (National Labor Relations) Act and serve the public interest," Boyce's decision said.

The ALJ said the Nugget "flouted the board and the courts . . . sorely testing the board's ability under the Act to deal effectively with an employer determinedly opposed to the collective bargaining principle."

It was the second refusal to bargain case won by the union at the Sparks Nugget since late 1974. Ascuaga defied the first order.

Boyce held the Nugget guilty of a long list of transgressions including: undermining the union, coercively questioning workers and threatening them with firing if they "get involved" with the union, unlawful surveillance of workers, promising to pay employees if they engaged in anti-union picketing, and barring union representatives from engaging in "the protected activities of picketing and distributing handbills."

Boyce noted in his 54-page decision that Ascuaga and the Nugget kept up the war with HERE despite action by the courts, including the U.S. Supreme Court, upholding earlier NLRB rulings directing the gambling resort to bargain in good faith with the union.

The ALJ said that he found company witnesses "quite unencumbered by scruple" with "their stories flawed by superficiality and incompleteness." He said the chief spokesman in management's case, an underling in the Reno Employers Council, "exhibited all the glibness and mien of a born storyteller."

In contrast, said Boyce, the union's key witness, HERE Organizing Director Vincent J. Sirabella, "projected an earnestness, a dignity and a professionalism that were most impressive."

Immigration battle shifted to conference

Continued from Page 1

alien. The Senate measure would also establish a criminal penalty for reported violations, calling for additional fines of $1,000 and up to six months in prison. The House bill carries no criminal penalties.

Under the labor-opposed Panetta amendment, which Denison said would "bring back all the evils of the disastrous 'bracero' program abuses," farm employers could import temporary workers for up to 11 months a year to harvest crops.

There is concern that the influx of temporary workers could swell to 300,000 a year.

On amnesty, the Senate bill would offer permanent resident alien status to all immigrants who have resided in the United States since 1977 and temporary status for those in the country since 1980. The more generous House version would offer legal status to all those who established U.S. residence before 1982.

A primary concern of Hispanic groups is over the discrimination they fear may develop as a consequence of employer sanctions. They warned that employers, in their eagerness to avoid penalties, would be reluctant to hire persons with dark skin or foreign accents. The House adopted an amendment which would provide an administrative procedure for those who seek relief from discriminatory actions by employers.

William A. Lee, Chicago AFL-CIO chief, dies at 89

Chicago—William A. Lee, president of the Chicago AFL-CIO, died of heart failure June 11 at Northwestern Memorial Hospital. He was 89.

An active trade unionist for nearly seven decades, Lee began his career as a member of the Teamsters in 1916 when he went to work as a driver of a horse-drawn bakery wagon. He ran for the Presidency of the Teamsters in 1957 against James R. Hoffa.

In a message to his wife Pamela, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said, "Bill was widely admired for his skill and resourcefulness in finding fair and peaceful solutions to conflicts between unions and managements, especially in public employment."

People on both sides of the bargaining table respected his "personal integrity and seasoned judgment," Kirkland and Donahue said.

SEIU, Teamsters member

Lee became business representative of Teamsters Local 734 in 1925 and was elected president and chief executive officer of the local a year later. He was elected a trustee of the IBT in 1935 and a vice president of the international in 1950. After withdrawing from the Teamsters in 1957, Lee became a member of Chicago's Service Employees Local 1.

He became president of the Chicago Federation of Labor in 1946 and president of the AFL-CIO city central body after the 1962 merger with the Cook County Industrial Union Council.

Lee also served as head of WCFL, a leading Chicago radio station, which the central body owned and operated from 1946 until 1979, when the station was sold.

A political workhorse, Lee was a delegate to all but two Democratic national conventions from 1928 through 1980. For many years he maintained close relaitons with City Hall from the time of Mayor Richard J. Daley to the current administration of Mayor Harold Washington.

A funeral mass was said June 19 at Holy Name Cathedral. Burial was at All Saints Cemetery in DesPlaines, Ill.

General Dynamics hit

Labor airs charges against defense firm

Continued from Page 1

An example of this hardline attitude was cited in a statement by Machinists Rep. William Weigand dealing with contract negotiations at the corporation's Convair aircraft division in San Diego.

Weigand said the company is insisting on downgrading some 500 IAM members who earn as little as $6 an hour—$3 less than workers are paid by other aircraft manufacturers—and even have to pay $25 each week out of their own pockets toward company-provided insurance. The company pays the premiums for salaried employees, he noted.

"The company has continued to 'stonewall' negotiations by tying unpalatable demands onto the items they agree to," he said. As a result, the union has filed unfair labor practice charges against the firm.

Weigand said that General Dynamics workers are embarrassed by the continuing allegations of the company's overcharges on government contracts and kickbacks to management employees.

"Our members feel that the company is, in effect, stealing from them both as taxpayers and as employees who are not receiving a fair share of the corporate pie," he stated.

Taxpayer ripoff

Earlier this year, government whistleblowers accused the company of a long list of taxpayer ripoffs, such as charging the Air Force $9,600 apiece for Allen wrenches worth about 12 cents and billing $7,417 for three-inch pieces of wire worth less than 3 cents.

President John Brandow of Shipbuilders Local 5 at the General Dynamics shipyard in Quincy, Mass., accused the company of torpedoing labor relations. He said management has created an atmosphere of "abuse, harassment and constant threats that is hard to describe to the rational outsider."

Dr. Franklin E. Mirer, director of the UAW health and safety department, testified that the company has strongly resisted union efforts to eliminate occupational hazards at its facilities. He also accused the Occupational Safety & Health Administration of being reluctant to enforce federal safety laws at the plant.

He cited the problem of highly toxic freon solvents being used at the company's tank plant in Michigan over which the union filed complaints with OSHA in August 1982.

Safety hazard

OSHA permitted the company to continue using the solvent even though a number of workers had been overcome by the toxic vapors.

The federal job safety agency did not cite the company for a violation until Nov. 29, 1983, two weeks after UAW member Harvey Lee died from the vapors. But OSHA's citations were for non-fatal violations unrelated to Lee's death. The company is still contesting the charges, Mirer noted.

He told of another worker's death at the company's proving grounds in Aberdeen, Md., where UAW member Russ Joyner died three weeks after his body was crushed by a tank tread. The company is vigorously fighting the OSHA citation in Joyner's death, Mirer told the congressmen.

In an appeal to the panels chaired by Representatives William Clay (D-Mo.) and William Gaydos (D-Pa.), Lee's widow, Mariann said, "the death of my husband was absolutely preventable," and she added:

"I am here today in the hope that something can be done so that no other families of workers at General Dynamics will have to suffer the pain of the loss of a husband and father."

Bieber called on Congress to make federal agencies effectively enforce labor laws so as to assure General Dynamics workers their basic rights.

"We are not out to destroy General Dynamics," Bieber stressed. "Rather, we want its operations improved so that it will deserve to get needed defense contracts even after the Reagan Administration is gone."

At House hearings, UAW President Owen Bieber makes case against abuses of General Dynamics Corp. Witnesses included UAW's Howard Young, center, and IUD President Howard Samuel, right.

Montana's Emma Lohrlein dies after lifetime of service to COPE

Billings, Mont.—Emma Lohrlein, a woman who had more volunteer hours for COPE than any other person in America, died June 2 at the age of 89.

Mrs. Lohrlein started working with the Yellowstone Valley Central Labor Council's COPE program in the Billings Labor Temple back in 1955.

"I started out registering voters and keeping card files up to date. Somehow I just never managed to get out of it," she told the Billings Gazette in a 1978 interview. At that time, she modestly estimated she'd put in about 25,000 hours at her non-paying, no-expense-account job.

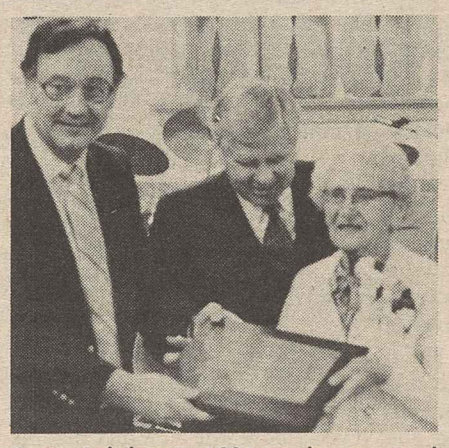
Her brothers and sisters from the Labor Temple, however, maintain that more than 48,000 hours can be chalked up to Mrs. Lohrlein's unique record of volunteer service. And that's not counting evening hours or weekends.

She was born in West Kewannee, Wis., on Feb. 1, 1895, but told reporters she didn't get interested in the labor movement until her marriage to Frank Lohrlein, a union carpenter. In 1930, they moved to Billings and built the home Emma lived in until her death.

Her only daughter died in 1964 and her husband died in 1968. But Mrs. Lohrlein always maintained that the people she worked hard for and with in the labor movement were her family. "Some people belong to churches and clubs," she once said. "My family belongs to labor unions—but mostly they belong to me—and I belong to them."

She never missed an election from 1920—when women got the right to vote—until she died, and she was fond of saying, "I usually vote for the Democrats—the COPE-endorsed ones." She believed that the working people could change things for their betterment—by working hard and voting right.

Her funeral drew trade unionists from all over Montana. State AFL-CIO Executive Sec. Jim Murry urged them to continue the struggle Emma Lohrlein worked, fought and voted right in support of. "To do less," he said, "would be an injustice to one who gave so much to us."



Emma Lohrlein in 1981 as she accepted Montana COPE award from Jim Murray, left, and Sen. John Melcher.

New OSHA standards draw heavy fire from union groups

The Occupational Safety & Health Administration's newly issued standard on ethylene oxide (EtO) has already come under fire as several unions petitioned this week for judicial review of the standard.

Earlier, the agency's proposed standard on grain dust was assailed in labor testimony as being "farcical" and "ineffective."

The OSHA standard on EtO was announced on June 15, the final day of a court-ordered deadline, and was scheduled to be published in the Federal Register June 22.

On June 18, the Service Employees, Clothing & Textile Workers, and the State, County & Municipal Employees joined the Public Citizen Health Research Group in petitioning the U.S. Circuit Court of Appeals for the District of Columbia for judicial review of the standard.

Short-term exposure

The unions expressed concern over OSHA's failure to include a definite short-term exposure limit (STEL). The agency indicated the rulemaking record will be kept open while it gathers additional scientific information "which might support a STEL. . . ."

The new standard provides a 50-fold reduction in the exposure limit, to 1 part EtO per million parts of air, averaged over an eight-hour day. But without limiting short-term exposures, a worker could be exposed to 96 ppm for one 5-minute period per day.

OSHA had included a 10 ppm STEL in the proposal it sent to the White House's Office of Management & Budget which reviews all new regulations. OMB strongly protested the inclusion of a STEL, citing industry testimony against it, and it refuted the reliability of studies done on the health effects of EtO.

EtO, a colorless gas used as a sterilant in hospitals and by firms that manufacture medical products, is used by more than 140,000 workers on the job. It is a carcinogen and is linked to reproductive and neurological disorders.

Compliance deadline

The new standard will go into effect 60 days after being published. Employers will have to comply with its provisions within 180 days and have engineering controls installed within a year.

At OSHA hearings on the proposed standard for grain handling facilities, the AFL-CIO called it "farcical" and "a testimony to the inability of this Administration to truly represent the interests of the public at large."

Margaret Seminario, associate director of the Dept. of Occupational Safety, Health & Social Security, said years of hard work that went into the development of an adequate standard have been "derailed by the 'special interests' operatives of this Administration." She noted that in the past eight years, 111 workers have been killed and 327 injured in grain dust explosions.

The Reagan Administration's response "has been a craven capitulation to the greed of this industry," she charged. The OMB, in its regulation review, pressured OSHA into weakening the standard by making the installation of engineering controls to reduce dust an employer option.

Robert F. Harbrant, president of the AFL-CIO Food & Allied Service Trades Dept., testified that for six years grain workers "have watched closely as the government's promise to set safe protective rules for their industry has ended in a cruel game of special interest politics" that has cost many workers their lives.

Worker deaths

Harbrant cited the deaths of two workers at the Blue Valley Co-op grain elevator in Tamora, Neb., on May 30, and asked whether the new standard, which requires "hot bearing sensors" could have prevented these deaths. The town's "fire marshal seemed to think so," he said.

Dr. Kenneth Miller, an occupational health physician with the Oil, Chemical & Atomic Workers, cited the fear of explosions with which workers must live.

Miller scored the proposed regulation for not following the National Academy of Science's call for a limit of 1/64th-inch of grain dust on surfaces in the working environment.

Payments deficit hits $19.4 billion quarterly record

The nation's balance of payments deficit in the trade of goods and services hit a record $19.4 billion in the first quarter of the year despite a drop in oil imports, the Commerce Dept. announced.

The report on the balance of payments, or current account, was no surprise since monthly reports on merchandise trade alone have established new records for red ink every month so far this year. The current account is the number which governments compare with each other to see who ends up with more income and who loses.

The government's trade report showed that net receipts for services increased $3.1 billion to reach $8.4 billion in the first quarter. The increase was due largely to a rise in income on direct investment abroad because of improved economic activity overseas and a shift to small capital gains from large capital losses in the fourth quarter. the Commerce Dept. said.

"While the services surplus should rise this year, the deterioration in the merchandise trade deficit evident in the second quarter means probable further increases in the current account shortfall," Commerce Sec. Malcolm Baldrige said.

The current account deficit for all of last year was $41.6 billion and threatens to double this year.

Services and merchandise trade have been hurt by the strong value of the American dollar, which makes imports relatively cheaper than U.S. goods and exports less price competitive with goods abroad.

Labor's agenda

Critical issues before Congress that affect transportation industry workers are spelled out by President Richard I. Kilroy of the Railway & Airline Clerks at the BRAC legislative and political education conference in Washington. The 500 delegates also heard AFL-CIO President Lane Kirkland underscore the need for a strong union vote in November to elect Walter F. Mondale.

Economy continues to gain, but signs point to slowdown

All signs pointed to a further slowing of the nation's economy as interest rates began to curb business expansion.

Economic growth in the current quarter is estimated to be running an above-average annual rate of 5.7 percent, but this compares with the 9.7-percent rate of the first three months of 1984.

The projection of current economic growth, called the "flash" estimate, is based on partial data for the quarter collected by the Commerce Dept's Bureau of Economic Analysis.

A string of government reports on various aspects of the economy confirmed the slowdown:

- Industrial production rose only four-tenths of 1 percent in May, the slowest increase in nearly a year and a half, the Federal Reserve Board announced. Consumer goods manufacturing did not increase at all; business and defense equipment makers reported a sharp boost in production.
- Production of construction supplies fell one-tenth of 1 percent in May, an indication of trouble ahead in the housing industry.
- Confirming the housing slowdown, the Commerce Dept. reported that new home construction last month dropped 10.5 percent. Commerce Sec. Malcolm Baldrige acknowledged that higher interest rates had at least partly stifled home building, noting that an increase of one percentage point in interest rates since February had raised monthly payments by about 7 percent for new home loans.
- Overall factory capacity utilization rose only two-tenths of 1 percent in May, reaching 81.9 percent, the Federal Reserve Board said.

Savings decline

- Americans' personal income climbed a moderate six-tenths of 1 percent, the same as in April, while spending rose a strong 1.1 percent, the Commerce Dept. said. With spending strong but income up only moderately, the nation's savings rate continued to erode, dropping to 5.2 percent in May from April's 5.7 percent of disposable income.

Increases in income generally depend the most on increases in the number of jobs. The May employment report by the Bureau of Labor Statistics showed no increase in factory jobs.

- Retail sales rose a slight two-tenths of 1 percent in May, after jumping a strong 3.1 percent in April. Sales of U.S.-made cars in early June were nearly flat compared with a year earlier.

The only favorable economic sign was a Labor Dept. report showing wholesale prices unchanged in May for the second month in a row as falling food prices canceled out rising fuel costs.

Meanwhile, home mortgage interest rates moved up during the past month to their highest level since the fall of 1982, with lenders quoting an average interest rate of 14.29 percent on conventional fixed-rate mortgages.

A Wall Street Journal survey of four dozen economists found a general expectation that interest rates will edge slightly higher across the board through 1985. The analysts predicted that the high rates eventually will slow the economy more dramatically than has been seen so far this year.

Most cited the huge Reagan budget deficits to explain the continuing high level of interest rates. With the federal government taking such a large portion of the nation's savings pool, the price of the remaining available credit is inevitably high.

At AFSCME convention

Mondale opens attack on Reagan's record

San Francisco—This nation needs a President who is in touch with the concerns of Americans and who will "stand up and fight for the American dream and the American future," former Vice President Walter Mondale told the 2,700 delegates at the State, County & Municipal Employees convention.

"A people's President, who didn't get out of touch, would realize that our nation can't keep going along with a $200-billion deficit," Mondale said. "A President who's in touch would know what's going on and would fight for clear air, clean water, and against toxic waste dumping," he added.

Mondale also attacked President Reagan for saying that the present tax system is fair. "Where has he been?" Mondale asked incredulously.

Mondale was introduced to the delegates by AFSCME President Gerald W. McEntee as "the next President of the United States." It was the candidate's first personal appearance before a union body since he went over the top in the number of delegates needed for the Democratic presidential nomination.

Many of the concerns expressed by Mondale in his address were reflected in resolutions passed by the AFSCME delegates, who declared themselves opposed to the Reagan budget, the present federal tax code, and "excessive military spending and the failed program of supply-side tax cuts for the wealthy."

The delegates also passed resolutions calling on their union to "continue to lead the fight to end discrimination based on sex in the workplace and in society" and to press for passage of the Equal Rights Amendment.

Leading the way

In his "state of the union" address, McEntee told the delegates that AFSCME has led the way "in organizing, in the fight for pay equity, in the drive for bargaining rights, and in the political arena." He also reported that AFSCME has more than 100 members who are delegates or alternates to the upcoming Democratic National Convention and promised that the union would remain "on the point" as a leader in the battle to elect Mondale President.

McEntee was elected by acclamation to his first full term as AFSCME president; he has held office since the death of Jerry Wurf in 1981. AFSCME Sec.-Treas. William Lucy was elected, unopposed, to his fourth full term.

The growth of AFSCME—with current membership above 1 million — led to changes approved by the convention to expand the number of vice presidents. Additional officers were added for two recently affiliated Ohio associations and for AFSCME's largest state group in Manhattan and upstate New York.

Policies scored

Several other speakers at the convention blasted President Reagan and his policies.

Chicago Mayor Harold Washington told the delegates that "Reagan's plan for the minorities is to get rid of the Voting Rights Act." And, he added, "for women he suggests its time to have children."

Edward Asner, president of the Screen Actors, told the delegates, "We must be willing to struggle against an Administration that would have us believe that all is well with America; that the economy is healing; that the military budget is more important than food, clothing and shelter; and that there's a commie in every bed and that human rights are alive and well in El Salvador."

Cotton dust exposure study scored on risks to workers

The Clothing & Textile Workers endorsed the finding of the National Institute for Occupational Safety & Health that variances granted to Dan River, Inc., under federal job safety laws were improper.

Dan River was granted variances by Virginia and South Carolina to allow it to expose workers to high levels of cotton dust as part of a study on the cause of brown lung disease. By doing the study, the firm will be able to delay installing $7.5 million worth of dust control equipment required under the cotton dust standard.

NIOSH Director J. Donald Millar, in a letter to Patrick Tyson, acting administrator of the Occupational Safety & Health Administration, said, "I do not consider it appropriate to permit workers to be subjected to unnecessary hazards while the merits of this research project are considered" for federal funding by NIOSH.

Eric Frumin, ACTWU safety and health director, said that "NIOSH's action confirms the illegitimate and immoral nature of the allowances given to Dan River with the blessing of federal OSHA, by Virginia and South Carolina."

Former OSHA Administrator Thorne B. Auchter had endorsed the study proposed by Dan River. Concern for the federal endorsement centered on the letter from Auchter to Virginia Commissioner of Labor & Industry Eva S. Tieg, which had been drafted by Leonard Vance, OSHA director of health standards. Vance was formerly Virginia assistant attorney general under Marshall Coleman, who now represents Dan River.

Frumin expressed hope that OSHA "will finally recognize its responsibility to enforce the nation's job safety laws, and not cooperate in human experimentation projects designed to obstruct enforcement."

ACTWU filed a complaint with federal OSHA last month asking it to overturn the variances granted by the two state agencies.

The company's case

Under the variance granted by Virginia, Dan River would have until Nov. 1 to obtain NIOSH funding for the experiment and until Oct. 15 to submit a study that corroborates the company's theory that bacteria in cotton dust produces the lung ailments.

Millar, in his letter, indicated "this evaluation process could not possibly be completed by Oct. 1, 1984, regardless of the scientific merit of a grant proposal such as that envisioned in the case of Dan River."

He pointed out the scientists proposing the study indicated it "could be done successfully without exposing subjects to cotton dust levels above the new permissible exposure level. If this is correct, the investigator's request for an experimental variance would appear to be inappropriate."

Stabilized dollar termed essential to save U.S. jobs

The AFL-CIO pressed for congressional enactment of a measure to lower and stabilize the value of the American dollar in overseas money markets to protect the national economy and save jobs.

"A 30-percent overvaluation of the dollar effectively imposes a 30-percent tax on goods produced in the United States, and provides a 30-percent subsidy to competing foreign imports," observed Rep. Berkley Bedell (D-Iowa). He is the author of a proposed joint resolution that would commit Congress, the President, and the Federal Reserve Board to take certain actions to reduce the inflation of the dollar.

Henry Schechter, deputy director of the federation's Dept. of Economic Research, noted that "while no one knows exactly where exchange rates 'should' be, the fact is the dollar costs 55 percent more today than it did in 1980."

"This has deprived perhaps three million Americans of jobs," Schechter told a Capitol Hill news conference called by Bedell. The Iowa congressman is chairman of the House Committee on Small Business.

The Bedell resolution, which is now before the House Banking Committee, calls on Congress to restore fiscal soundness by reducing the huge federal budget deficits drawn up by the Reagan Administration. It also directs the President and the Federal Reserve Board to strengthen U.S. cooperation with the central banks of other western countries to achieve an equilibrium among exchange rates.

The measure, which has the support of the National Association of Manufacturers as well, also calls for a "more pragmatic" approach to exchange market intervention to stabilize the value of the dollar.

Schechter said that while the resolution will not by itself resolve the problem of the overvalued dollar and its impact on American jobs, "it does point out some actions that can be taken to mitigate the problem under existing authority."

The U.S. trade deficit hit a record $69 billion in 1983, and is currently running at an annual rate of $125 billion, or nearly twice as much as last year's. Estimates for the 1985 deficit are in the range of $150 billion.

EDITORIALS

A Challenge for the Nation

THE MOST profound challenge of 1985 and beyond will be to reverse the backward steps of the past four years and move America forward. The agenda ranges from the critical need to rebuild blighted communities, restoration of the fading dream of homeownership, and providing health care and education to creating a healthy environment, guaranteeing a safe workplace and prohibiting energy blackmail. A top priority must be ending the erosion of our nation's middle class.

The nation's infrastructure of essential public facilities, the economic health of its cities, and the environment are keys to the quality of life in America.

Under this Administration, public assets have been transferred to private control on behalf of the narrowest and wealthiest segment of the population. Valuable oil, mineral and timber rights have been turned over to exploiters at fire-sale prices.

The nation's roads, bridges, airports, railbeds, ports, waterways, water supply and wastewater treatment systems have deteriorated. The federal government must assume its share of responsibility for reversing this trend by establishing standards to ensure the public's general welfare and safety and providing funds for research and development.

To strengthen the maritime industry, the AFL-CIO calls for the enforcement of existing laws and regulations and backs shipbuilding legislation and measures to increase the proportion of cargoes generated by U.S. trade carried on U.S.-flag vessels.

To restore order to the airline industry, the AFL-CIO calls for immediate repeal of the Deregulation Act of 1978. In the interim, regulatory procedures are urgently needed to protect workers suffering the adverse effects of deregulation.

BECAUSE railroad companies have diverted revenues needed for maintenance, repair and new investment in the railroad network to such other uses as the purchase of non-rail companies, the AFL-CIO urges the federal government to step in to ensure that the railroad system is adequately maintained and efficiently operated.

The compelling transit needs within our nation's cities require an expanded federal commitment for both the capital and operating assistance grant programs. These programs are essential to the rebuilding of a strong public transportation infrastructure in our nation's urban centers to give citizens mobility and access to jobs.

This federal aid program for mass transit should remain premised on the continuation of labor protections for all transit employees affected by such aid, including the continuation of collective bargaining and dispute settlement rights, prevailing wage standards, first opportunity for employment in newly created jobs, and a strong "Buy America" requirement governing the manufacture of necessary components, materials, supplies and equipment.

We believe the country's mass transit needs are national concerns which should be cooperatively funded and directed under a working partnership of all levels of government.

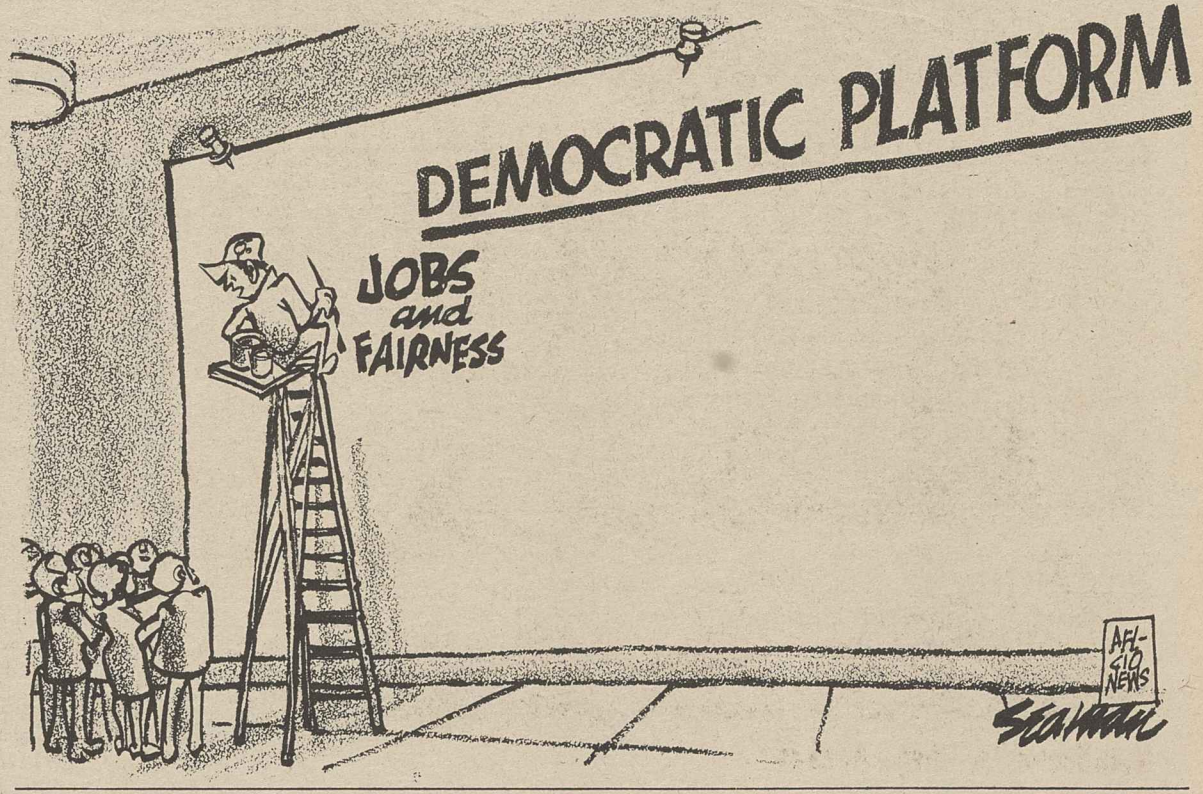
PUBLIC EDUCATION faces the challenge to raise standards, improve teaching and maintain equity and access for the minorities and the disadvantaged. The cost for continuing education beyond high school has risen, straining family resources.

The AFL-CIO has consistently endorsed federal aid for elementary and secondary schools to provide the resources for quality education, which requires adequate teacher salaries. The labor movement strongly endorses a federal leadership role in providing programs of compensatory education for the economically disadvantaged, the handicapped and the non-English speaking students.

We have always believed that everyone has the right to pursue individual education goals regardless of economic circumstances. We oppose tuition tax credits to reduce the cost of private school at the expense of the public system. Federal, state and local legislation is needed to assure that qualified young people are not denied the opportunity for further education because they cannot afford it.

—From AFL-CIO Platform Proposals to the Democratic and Republican National Conventions.

'Let's Start With This!'



Washington Window

Big oil company mergers bad for economy, nation

By Press Associates, Inc.

The public in recent months has been treated to a dazzling spectacle of corporate takeover battles, usually involving giant oil companies.

High finance jargon like "leveraged buyouts" and "hostile takeovers" and "white knights" and "golden parachutes" is becoming increasingly familiar to the average citizen.

News reports, however, seldom address the broader implications and consequences of these "megamergers," so named because of the collossal size of the companies involved.

So far this year, Standard Oil of California raised $13.4 billion to buy Gulf Oil, the biggest corporate merger in history; Texaco forked up more than $10 billion for Getty Oil, and Mobil paid $5.7 billion for Superior Oil.

During the first four months of 1984, banks lent about $30 billion to finance major corporate takeovers. This was three times the amount borrowed to buy other companies during the same period in 1981, another merger boom time.

What's behind the merger mania?

One reason is the Reagan Administration's permissive interpretation of the nation's antitrust laws. Under Reagan, the two agencies charged with preventing monopolies—the Justice Dept. and the Federal Trade Commission—have let the big takeovers proceed with scarcely a whimper.

Decontrol at fault

Another reason oil companies are grabbing for acquisitions is that they have more money than they know what to do with. This is largely because oil price decontrol transferred billions of dollars from consumers to the companies.

In lobbying Congress for decontrol in the late 1970s, oil company officials claimed they needed the extra profits to explore for more oil to make the nation self-sufficient in energy. However, between 1981 and 1983, the nation's 16 largest oil firms increased their spending on exploration and production only 115 percent while boosting their spending on acquisitions by 600 percent.

Mergers are encouraged by the U.S. tax code, which often provides tax benefits to the combined company and allows a firm to deduct from its taxes the interest of the loan used to buy up another. Thus the taxpayer is forced to subsidize this high-stakes game of monopoly.

Dwindling competition

This game is bad for the consumer, bad for the economy, bad for national security, and bad for what remains of free competition in the United States.

The current unprecedented merger boom has been a major factor in driving up interest rates in recent months, according to a report by the National Council for Low Interest Rates. This is because the billions of dollars borrowed to finance takeovers or to fight unwanted mergers makes credit less available for productive uses.

Further, money spent by oil firms on acquisitions is money not available for exploration and future production. This means increased dependence on imported oil.

Increased monopolization of oil production, refining and marketing means more control over price. This means consumers will pay even more for gasoline, heating oil and other products.

Earlier this year a Senate bill to impose a six-month moratorium on mergers was defeated following a lobbying and media blitz by the oil companies and strong opposition from the White House.

In introducing a bill to give the FTC more power over mergers, Rep. James Florio (D-N.J.) argued, "It is time to stop the games of dice and blindman's bluff in which the government is allowing a few giant companies to map industrial policy and dictate the future of energy and national security policy for the American people."

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LEGISLATIVE ALERT!

Check Your Representative's Votes on Key Immigration Issues

At right are the House roll-call votes on immigration that the AFL-CIO considered most crucial. See page 1 for information about passage of the immigration bill.

Vote # 1: Hawkins Amendment

Issue: Tough Penalties for Employers Who Hire Undocumented Workers

The AFL-CIO is concerned by the United States' lack of control of its own borders. Labor standards for U.S. workers are difficult to enforce when there is a supply of undocumented workers who work for sub-standard wages at the whim of unscrupulous employers.

No amount of fence-building can stop illegal immigration. The only solution is to remove the lure of employment. And the only way to do that is to impose tough penalties on employers who hire persons unauthorized to work in the United States.

H.R. 1510 included criminal penalties which would be difficult to enforce. Injunctions to stop illegal employment would not be obtainable, and enforcement would be slow and ineffective.

An amendment by Rep. Augustus Hawkins (D-CA) sought to replace this cumbersome plan with civil penalties and easily obtainable cease-and-desist orders. If an employer hired a worker without checking for proof of eligibility, the employer would be considered aware of the employee's lack of eligibility.

The Hawkins amendment also provided a way for victims of racial discrimination to seek justice in a simple administrative process. But the House voted it down, 166-253.

R = RIGHT
W = WRONG
A = ABSENT

---- ALABAMA	1	2	3	4
1 EDWARDS, JACK (R-AL)	W	W	W	W
2 DICKINSON (R-AL)	A	W	W	R
3 NICHOLS (D-AL)	W	W	W	R
4 BEVILL (D-AL)	W	W	R	R
5 FLIPPO (D-AL)	W	W	W	R
6 ERDREICH (D-AL)	W	W	R	R
7 SHELBY (D-AL)	W	W	R	R
---- ALASKA				
1 YOUNG, DON (R-AK)	W	W	R	R
---- ARIZONA				
1 MCCAIN (R-AZ)	W	W	W	R
2 UDALL (D-AZ)	R	R	R	R
3 STUMP (R-AZ)	W	W	W	R
4 RUDD (R-AZ)	W	W	W	R
5 MCNULTY (D-AZ)	R	W	R	R
---- ARKANSAS				
1 ALEXANDER (D-AR)	R	W	W	W
2 BETHUNE (R-AR)	W	W	W	R
3 HAMMERSCHMIDT (R-AR)	W	W	W	W
4 ANTHONY (D-AR)	W	W	W	W
---- CALIFORNIA				
1 BOSCO (D-CA)	W	W	W	R
2 CHAPPIE (R-CA)	W	W	W	R
3 MATSUI (D-CA)	R	R	W	R
4 FAZIO (D-CA)	R	W	W	R
5 BURTON, SALA (D-CA)	R	R	R	R
6 BOXER (D-CA)	R	R	R	R
7 MILLER, GEORGE (D-CA)	R	R	R	R
8 DELLUMS (D-CA)	R	R	R	R
9 STARK (D-CA)	R	R	R	W
10 EDWARDS, DON (D-CA)	R	R	R	R
11 LANTOS (D-CA)	R	R	R	R
12 ZSCHAU (R-CA)	W	W	W	R
13 MINETA (D-CA)	R	R	R	R
14 SHUMWAY (R-CA)	W	W	W	R
15 COELHO (D-CA)	R	W	W	R
16 PANETTA (D-CA)	R	W	W	W
17 PASHAYAN (R-CA)	W	W	W	R
18 LEHMAN (D-CA)	W	W	W	R
19 LAGOMARSINO (R-CA)	W	W	W	R
20 THOMAS (R-CA)	W	W	W	W
21 FIEDLER (R-CA)	W	W	W	R
22 MOORHEAD (R-CA)	W	W	W	W
23 BEILENSON (D-CA)	R	R	R	W
24 WAXMAN (D-CA)	R	R	R	R
25 ROYBAL (D-CA)	R	R	R	R
26 BERMAN (D-CA)	R	R	R	R
27 LEVINE (D-CA)	R	R	R	R
28 DIXON, JULIAN (D-CA)	R	R	R	R
29 HAWKINS, AUGUSTUS (D-CA)	R	R	R	R
30 MARTINEZ (D-CA)	R	R	R	R
31 DYMALLY (D-CA)	R	R	R	R
32 ANDERSON (D-CA)	R	R	R	R
33 DREIER (R-CA)	W	W	W	R
34 TORRES (D-CA)	R	R	R	R
35 LEWIS (R-CA)	W	W	W	R
36 BROWN, GEORGE (D-CA)	A	R	R	R
37 MCCANDLESS (R-CA)	W	W	W	W
38 PATTERSON (D-CA)	R	R	R	R
39 DANNEMEYER (R-CA)	W	W	W	W
40 BADHAM (R-CA)	W	W	W	W
41 LOWERY (R-CA)	W	W	W	W
42 LUNGREN (R-CA)	W	W	W	W
43 PACKARD (R-CA)	W	W	W	W
44 BATES (D-CA)	R	A	A	W
45 HUNTER (R-CA)	R	W	W	R
---- COLORADO				
1 SCHROEDER (D-CO)	R	R	R	R
2 WIRTH (D-CO)	R	R	R	R
3 KOGOVSEK (D-CO)	R	R	R	R
4 BROWN, HANK (R-CO)	W	W	W	R
5 KRAMER (R-CO)	W	W	W	R
6 SCHAEFER (R-CO)	W	W	W	W
---- CONNECTICUT				
1 KENNELLY (D-CT)	R	R	R	R
2 GEJDENSON (D-CT)	R	R	R	R
3 MORRISON (D-CT)	R	R	R	R
4 MCKINNEY (R-CT)	W	W	R	W
5 RATCHFORD (D-CT)	R	R	R	R
6 JOHNSON (R-CT)	W	W	R	W
---- DELAWARE				
1 CARPER (D-DE)	W	R	W	W
---- FLORIDA				
1 HUTTO (D-FL)	W	W	W	W
2 FUQUA (D-FL)	W	W	W	W
3 BENNETT (D-FL)	W	R	R	W
4 CHAPPELL (D-FL)	W	W	W	W
5 MCCOLLUM (R-FL)	W	W	W	W
6 MACKAY (D-FL)	W	W	W	W
7 GIBBONS (D-FL)	R	W	W	W
8 YOUNG, BILL (R-FL)	W	W	W	W
9 BILIRAKIS (R-FL)	W	W	W	R
10 IRELAND (D-FL)	W	W	W	W
11 NELSON (D-FL)	W	W	W	W
12 LEWIS (R-FL)	W	W	W	W
13 MACK (R FL)	W	W	W	R
14 MICA (D-FL)	W	W	R	W
15 SHAW (R-FL)	W	W	W	W
16 SMITH (D-FL)	W	R	R	W
17 LEHMAN (D-FL)	R	R	R	W
18 PEPPER (D-FL)	R	R	R	W
19 FASCELL (D-FL)	W	R	R	W
---- GEORGIA				
1 THOMAS, ROBERT (D-GA)	W	W	W	R
2 HATCHER (D-GA)	W	W	W	R
3 RAY (D-GA)	W	W	R	R
4 LEVITAS (D-GA)	W	W	W	W
5 FOWLER (D-GA)	R	W	W	W
6 GINGRICH (R-GA)	W	W	W	W
7 DARDEN (D-GA)	W	W	W	R
8 ROWLAND (D-GA)	W	W	W	R
9 JENKINS (D-GA)	W	W	W	R
10 BARNARD (D-GA)	W	W	W	R
---- HAWAII				
1 HEFTEL (D-HI)	W	W	W	W
2 AKAKA (D-HI)	R	R	R	R
---- IDAHO				
1 CRAIG (R-ID)	W	W	W	R
2 HANSEN, GEORGE (R-ID)	A	A	A	A

---- ILLINOIS	1	2	3	4
1 HAYES, CHARLES (D-IL)	R	R	R	R
2 SAVAGE (D-IL)	R	R	R	R
3 RUSSO (D-IL)	W	R	R	W
4 O'BRIEN (R-IL)	W	W	W	W
5 LIPINSKI (D-IL)	R	R	R	W
6 HYDE (R-IL)	W	W	W	W
7 COLLINS, CARDISS (D-IL)	R	R	R	R
8 ROSTENKOWSKI (D-IL)	R	R	R	W
9 YATES (D-IL)	R	R	R	R
10 PORTER (R-IL)	W	W	W	R
11 ANNUNZIO (D-IL)	R	R	R	W
12 CRANE, PHILIP (R-IL)	W	W	W	R
13 ERLENBORN (R-IL)	W	W	W	W
14 CORCORAN (R-IL)	W	W	W	W
15 MADIGAN (R-IL)	W	W	W	W
16 MARTIN, LYNN (R-IL)	R	W	W	R
17 EVANS, LANE (D-IL)	R	R	R	R
18 MICHEL (R-IL)	W	W	W	W
19 CRANE, DANIEL (R-IL)	W	W	W	R
20 DURBIN (D-IL)	R	W	R	W
21 PRICE (D-IL)	R	R	R	W
22 SIMON (D-IL)	A	R	A	R
---- INDIANA				
1 HALL, KATIE (D-IN)	A	R	R	R
2 SHARP (D-IN)	W	W	R	W
3 HILER (R-IN)	W	W	W	W
4 COATS (R-IN)	W	W	W	W
5 HILLIS (R-IN)	W	W	W	R
6 BURTON (R-IN	W	W	W	W
7 MYERS (R-IN)	W	W	W	W
8 MCCLOSKEY, FRANK (D-IN)	R	R	R	W
9 HAMILTON (D-IN)	W	W	R	W
10 JACOBS (D-IN)	R	R	W	R
---- IOWA				
1 LEACH (R-IA)	W	W	W	W
2 TAUKE (R-IA)	W	W	W	W
3 EVANS, COOPER (R-IA)	W	W	W	W
4 SMITH, NEAL (D-IA)	W	W	W	W
5 HARKIN (D-IA)	R	W	W	W
6 BEDELL (D-IA)	W	W	W	W
---- KANSAS				
1 ROBERTS, PAT (R-KS)	W	W	W	R
2 SLATTERY (D-KS)	W	R	W	W
3 WINN (R-KS)	W	W	W	W
4 GLICKMAN (D-KS)	W	R	W	W
5 WHITTAKER (R-KS)	W	W	W	W
---- KENTUCKY				
1 HUBBARD (D-KY)	R	R	A	R
2 NATCHER (D-KY)	W	W	R	W
3 MAZZOLI (D-KY)	W	W	R	W
4 SNYDER (R-KY)	W	W	W	R
5 ROGERS (R-KY)	W	W	W	R
6 HOPKINS (R-KY)	W	W	W	R
7 PERKINS (D-KY)	R	R	R	R
---- LOUISIANA				
1 LIVINGSTON (R-LA)	W	W	W	W
2 BOGGS (D-LA)	R	R	R	W
3 TAUZIN (D-LA)	W	W	W	R
4 ROEMER (D-LA)	W	W	W	R
5 HUCKABY (D-LA)	W	W	W	R
6 MOORE (R-LA)	W	W	W	R
7 BREAUX (D-LA)	W	A	W	W
8 LONG, GILLIS (D-LA)	W	W	W	W
---- MAINE				
1 MCKERNAN (R-ME)	W	W	W	W
2 SNOWE (R-ME)	W	W	W	W
---- MARYLAND				
1 DYSON (D-MD)	W	R	W	R
2 LONG, CLARENCE (D-MD)	R	R	R	W
3 MIKULSKI (D-MD)	R	R	R	A
4 HOLT (R-MD)	W	W	W	W
5 HOYER (D-MD)	R	R	R	W
6 BYRON (D-MD)	W	W	W	W
7 MITCHELL, PARREN (D-MD)	R	R	R	R
8 BARNES (D-MD)	R	R	R	W
---- MASSACHUSETTS				
1 CONTE (R-MA)	W	R	R	W
2 BOLAND (D-MA)	R	R	A	W
3 EARLY (D-MA)	R	R	A	W
4 FRANK (D-MA)	W	R	R	W
5 SHANNON (D-MA)	R	R	A	A
6 MAVROULES (D-MA)	R	R	A	W
7 MARKEY (D-MA)	R	R	R	R
8 O'NEILL (D-MA)	Speaker			
9 MOAKLEY (D-MA)	R	R	R	W
10 STUDDS (D-MA)	R	R	R	W
11 DONNELLY (D-MA)	R	R	R	W
---- MICHIGAN				
1 CONYERS (D-MI)	R	R	R	R
2 PURSELL (R-MI)	W	W	W	R
3 WOLPE (D-MI)	R	R	R	R
4 SILJANDER (R-MI)	W	W	W	R
5 SAWYER (R-MI)	W	W	W	W
6 CARR (D-MI)	R	W	R	R
7 KILDEE (D-MI)	R	R	R	R
8 TRAXLER (D-MI)	W	W	W	W
9 VANDER JAGT (R-MI)	W	W	W	R
10 ALBOSTA (D-MI)	W	W	R	R
11 DAVIS (R-MI)	W	W	W	W
12 BONIOR (D-MI)	R	R	R	W
13 CROCKETT (D-MI)	R	R	A	R
14 HERTEL (D-MI)	R	R	R	R
15 FORD, WILLIAM (D-MI)	R	R	R	R
16 DINGELL (D-MI)	R	R	A	W
17 LEVIN, SANDER (D-MI)	R	R	R	W
18 BROOMFIELD (R-MI)	W	W	W	R
---- MINNESOTA				
1 PENNY (D-MIN)	W	W	R	W
2 WEBER, VIN (R-MN)	W	W	W	W
3 FRENZEL (R-MN)	W	W	A	W
4 VENTO (D-MN)	R	R	R	R
5 SABO (D-MN)	R	R	R	W
6 SIKORSKI (D-MINN)	R	R	R	R
7 STANGELAND (R-MN)	W	A	W	W
8 OBERSTAR (D-MN)	A	A	A	R
---- MISSISSIPPI				
1 WHITTEN (D-MS)	W	W	W	R
2 FRANKLIN (R-MS)	W	W	W	W
3 MONTGOMERY (D-MS)	W	W	W	W
4 DOWDY (D-MS)	W	W	W	W
5 LOTT (R-MS)	W	W	W	W

---- MISSOURI	1	2	3	4
1 CLAY (D-MO)	R	R	R	R
2 YOUNG, ROBERT (D-MO)	R	R	R	R
3 GEPHARDT (D-MO)	R	R	R	R
4 SKELTON (D-MO)	W	W	R	R
5 WHEAT (D-MO)	R	R	R	R
6 COLEMAN (R-MO)	W	W	W	R
7 TAYLOR (R-MO)	W	W	W	W
8 EMERSON (R-MO)	W	W	W	R
9 VOLKMER (D-MO)	W	W	W	R
---- MONTANA				
1 WILLIAMS, PAT (D-MT)	R	R	R	A
2 MARLENEE (R-MT)	W	W	A	R
---- NEBRASKA				
1 BEREUTER (R-NE)	W	W	W	W
2 DAUB (R-NE)	W	R	W	R
3 SMITH, VIRGINIA (R-NE)	W	W	W	W
---- NEVADA				
1 REID (D-NV)	R	R	R	R
2 VUCANOVICH (R-NV)	W	W	W	W
---- NEW HAMPSHIRE				
1 D'AMOURS (D-NH)	W	R	W	W
2 GREGG (R-NH)	W	R	W	W
---- NEW JERSEY				
1 FLORIO (D-NJ)	R	R	R	R
2 HUGHES (D-NJ)	W	W	R	R
3 HOWARD (D-NJ)	R	R	R	W
4 SMITH, CHRISTOPHER (R-NJ)	W	W	R	W
5 ROUKEMA (R-NJ)	W	W	W	R
6 DWYER (D-NJ)	R	R	R	W
7 RINALDO (R-NJ)	R	R	R	R
8 ROE (D-NJ)	R	R	R	W
9 TORRICELLI (D-NJ)	W	R	W	W
10 RODINO (D-NJ)	W	R	R	W
11 MINISH (D-NJ)	R	R	R	R
12 COURTER (R-NJ)	W	A	A	R
13 VACANT				
14 GUARINI (D-NJ)	R	R	R	R
---- NEW MEXICO				
1 LUJAN (R-NM)	R	W	W	R
2 SKEEN (R-NM)	W	W	W	R
3 RICHARDSON (D-NM)	R	R	R	R
---- NEW YORK				
1 CARNEY (R-NY)	W	W	W	R
2 DOWNEY (D-NY)	R	R	R	W
3 MRAZEK (D-NY)	R	R	R	W
4 LENT (R-NY)	W	W	W	R
5 MCGRATH (R-NY)	W	W	W	R
6 ADDABBO (D-NY)	R	R	R	R
7 ACKERMAN (D-NY)	R	R	R	R
8 SCHEUER (D-NY)	W	R	A	W
9 FERRARO (D-NY)	R	A	A	R
10 SCHUMER (D-NY)	R	R	R	W
11 TOWNS (D-NY)	R	R	R	R
12 OWENS (D-NY)	R	R	R	R
13 SOLARZ (D-NY)	W	R	R	W
14 MOLINARI (R-NY)	W	W	W	W
15 GREEN (R-NY)	R	R	R	W
16 RANGEL (D-NY)	R	R	R	R
17 WEISS (D-NY)	A	R	R	R
18 GARCIA (D-NY)	R	R	A	R
19 BIAGGI (D-NY)	R	A	R	R
20 OTTINGER (D-NY)	R	R	R	W
21 FISH (R-NY)	W	W	W	W
22 GILMAN (R-NY)	W	W	W	W
23 STRATTON (D-NY)	R	W	R	R
24 SOLOMON (R-NY)	W	W	W	R
25 BOEHLERT (R-NY)	W	W	R	W
26 MARTIN, DAVID (R-NY)	W	W	W	R
27 WORTLEY (R-NY)	W	W	W	W
28 MCHUGH (D-NY)	W	W	W	W
29 HORTON (R-NY)	R	W	W	R
30 CONABLE (R-NY)	W	W	W	W
31 KEMP (R-NY)	W	W	W	R
32 LAFALCE (D-NY)	W	R	R	W
33 NOWAK (D-NY)	R	R	R	W
34 LUNDINE (D-NY)	R	R	R	W
---- NORTH CAROLINA				
1 JONES, WALTER (D-NC)	R	W	W	R
2 VALENTINE (D-NC)	W	W	W	W
3 WHITLEY (D-NC)	R	W	W	W
4 ANDREWS, IKE (D-NC)	W	W	W	W
5 NEAL (D-NC)	W	W	W	W
6 BRITT (D-NC)	R	R	R	W
7 ROSE (D-NC)	A	W	W	W
8 HEFNER (D-NC)	W	W	W	W
9 MARTIN, JAMES (R-NC)	W	W	W	W
10 BROYHILL (R-NC)	W	W	W	W
11 CLARKE (D-NC)	W	W	A	W
---- NORTH DAKOTA				
1 DORGAN (D-ND)	W	W	W	W
---- OHIO				
1 LUKEN (D-OH)	W	R	W	W
2 GRADISON (R-OH)	W	W	W	W
3 HALL, TONY (D-OH)	R	W	W	R
4 OXLEY (R-OH)	W	W	W	W
5 LATTA (R-OH)	W	W	W	R
6 MCEWEN (R-OH)	W	W	W	W
7 DEWINE (R-OH)	W	W	W	W
8 KINDNESS (R-OH)	W	W	R	R
9 KAPTUR (D-OH)	A	R	R	R
10 MILLER, CLARENCE (R-OH)	W	W	W	W
11 ECKART (D-OH)	R	R	R	W
12 KASICH (R-OH)	W	W	W	W
13 PEASE (D-OH)	R	R	R	W
14 SEIBERLING (D-OH)	R	R	R	W
15 WYLIE (R-OH)	W	W	W	W
16 REGULA (R-OH)	W	W	W	R
17 WILLIAMS, LYLE (R-OH)	R	W	R	R
18 APPLEGATE (D-OH)	W	R	R	R
19 FEIGHAN (D-OH)	R	W	R	W
20 OAKAR (D-OH)	R	A	R	R
21 STOKES (D-OH)	R	R	R	R
---- OKLAHOMA				
1 JONES, JAMES (D-OK)	W	W	R	W
2 SYNAR (D-OK)	W	W	R	W
3 WATKINS (D-OK)	W	W	W	R
4 MCCURDY (D-OK)	W	W	W	W
5 EDWARDS, MICKEY (R-OK)	W	W	W	R
6 ENGLISH (D-OK)	W	W	W	R
---- OREGON				
1 AUCOIN (D-OR)	W	W	R	R
2 SMITH (R-OR)	W	W	W	R
3 WYDEN (D-OR)	W	W	R	R
4 WEAVER (D-OR)	R	W	R	W
5 SMITH, DENNY (R-OR)	W	W	W	W

---- PENNSYLVANIA	1	2	3	4
1 FOGLIETTA (D-PA)	R	R	R	R
2 GRAY (D-PA)	R	R	R	R
3 BORSKI (D-PA)	R	R	A	R
4 KOLTER (D-PA)	R	R	R	R
5 SCHULZE (R-PA)	W	W	W	W
6 YATRON (D-PA)	R	R	W	R
7 EDGAR (D-PA)	R	R	R	R
8 KOSTMAYER (D-PA)	R	R	R	W
9 SHUSTER (R-PA)	W	W	W	R
10 MCDADE (R-PA)	R	R	R	W
11 HARRISON (D-PA)	R	A	R	W
12 MURTHA (D-PA)	W	R	W	W
13 COUGHLIN (R-PA)	W	W	W	W
14 COYNE, WILLIAM (D-PA)	R	R	W	W
15 RITTER (R-PA)	W	W	W	W
16 WALKER (R-PA)	W	W	W	W
17 GEKAS (R-PA)	W	W	W	W
18 WALGREN (D-PA)	W	R	R	W
19 GOODLING (R-PA)	W	W	W	R
20 GAYDOS (D-PA)	R	R	W	R
21 RIDGE (R-PA)	W	W	R	W
22 MURPHY (D-PA)	R	R	W	R
23 CLINGER (R-PA)	W	W	R	W
---- RHODE ISLAND				
1 ST GERMAIN (D-RI)	W	W	W	W
2 SCHNEIDER (R-RI)	R	R	R	W
---- SOUTH CAROLINA				
1 HARTNETT (R-SC)	W	W	A	R
2 SPENCE (R-SC)	W	W	W	R
3 DERRICK (D-SC)	W	W	W	W
4 CAMPBELL (R-SC)	W	W	W	W
5 SPRATT (D-SC)	W	W	W	W
6 TALLON (D-SC)	A	W	W	W
---- SOUTH DAKOTA				
1 DASCHLE (D-SD)	W	W	W	W
---- TENNESSEE				
1 QUILLEN (R-TN)	A	W	W	W
2 DUNCAN (R-TN)	W	W	W	R
3 LLOYD (D-TN)	W	W	R	W
4 COOPER (D-TN)	W	W	R	W
5 BONER (D-TN)	W	R	R	W
6 GORE (D-TN)	W	W	W	W
7 SUNDQUIST (R-TN)	W	W	W	R
8 JONES, ED (D-TN)	R	W	W	W
9 FORD, HAROLD (D-TN)	R	R	R	W
---- TEXAS				
1 HALL, SAM (D-TX)	W	W	W	R
2 WILSON (D-TX)	W	R	R	W
3 BARTLETT (R-TX)	W	W	W	R
4 HALL, RALPH (D-TX)	W	W	W	R
5 BRYANT (D-TX)	R	R	R	R
6 GRAMM (R-TX)	W	W	W	R
7 ARCHER (R-TX)	W	W	W	R
8 FIELDS (R-TX)	W	W	W	R
9 BROOKS (D-TX)	R	W	W	R
10 PICKLE (D-TX)	W	W	R	W
11 LEATH (D-TX)	W	W	W	R
12 WRIGHT (D-TX)	R	W	R	W
13 HIGHTOWER (D-TX)	W	W	W	R
14 PATMAN (D-TX)	W	W	W	R
15 DE LA GARZA (D-TX)	R	R	W	R
16 COLEMAN (D-TX)	R	R	R	R
17 STENHOLM (D-TX)	W	W	W	R
18 LELAND (D-TX)	R	R	R	A
19 HANCE (D-TX)	R	R	W	R
20 GONZALEZ (D-TX)	R	R	R	R
21 LOEFFLER (R-TX)	W	W	W	R
22 PAUL (R-TX)	W	W	A	R
23 KAZEN (D-TX)	R	R	R	R
24 FROST (D-TX)	R	R	R	R
25 ANDREWS (D-TX)	W	W	R	R
26 VANDERGRIFF (D-TX)	W	R	R	R
27 ORTIZ (D-TX)	R	R	R	R
---- UTAH				
1 HANSEN, JAMES (R-UT)	W	W	W	W
2 MARRIOTT (R-UT)	W	W	A	R
3 NIELSON (R-UT)	W	W	W	W
---- VERMONT				
1 JEFFORDS (R-VT)	W	A	A	W
---- VIRGINIA				
1 BATEMAN (R-VA)	W	W	W	W
2 WHITEHURST (R-VA)	A	W	W	W
3 BLILEY (R-VA)	W	W	W	R
4 SISISKY (D-VA)	W	W	W	W
5 DANIEL, DAN (D-VA)	W	W	W	R
6 OLIN (D-VA)	R	W	W	R
7 ROBINSON (R-VA)	W	W	W	R
8 PARRIS (R-VA)	W	A	W	R
9 BOUCHER (D-VA)	W	W	W	W
10 WOLF (R-VA)	W	W	A	W
---- WASHINGTON				
1 PRITCHARD (R-WA)	W	W	W	W
2 SWIFT (D-WA)	R	R	R	R
3 BONKER (D-WA)	A	W	R	W
4 MORRISON (R-WA)	W	W	W	W
5 FOLEY (D-WA)	R	W	W	W
6 DICKS (D-WA)	W	W	W	W
7 LOWRY (D-WA)	R	R	W	R
8 CHANDLER (R-WA)	W	W	W	W
---- WEST VIRGINIA				
1 MOLLOHAN (D -WV)	W	R	R	R
2 STAGGERS (D-WV)	R	W	W	R
3 WISE (D-WV)	R	R	R	R
4 RAHALL (D-WV)	R	R	W	W
---- WISCONSIN				
1 ASPIN (D-WI)	R	W	R	W
2 KASTENMEIER (D-WI)	R	R	R	W
3 GUNDERSON (R-WI)	W	W	W	W
4 KLECZKA (D-WI)	R	R	R	W
5 MOODY (D-WI)	R	R	R	W
6 PETRI (R-WI)	W	W	W	W
7 OBEY (D-WI)	R	R	R	W
8 ROTH, TOBY (R-WI)	W	W	R	R
9 SENSENBRENNER (R-WI)	A	A	A	A
---- WYOMING				
1 CHENEY (R-WY)	W	W	W	W

Vote # 2: Miller Amendment

Issue: H-2 Temporary Worker Program

The H-2 program is based on the premise that employers should be allowed to bring in temporary foreign workers if U.S. workers are unavailable to do the work. It has been used in small numbers by agricultural companies in the East who hire foreign workers to pick crops.

The AFL-CIO endorsed Rep. George Miller's (D-CA) amendment to put reasonable controls on the temporary worker program. The Miller amendment would have limited foreign workers' length of stay and required employment standards as effective as those now in existence.

The House rejected the Miller amendment 164-256.

Vote # 3: Panetta Amendment

Issue: Should the U.S. Bring Back the Scandal-Ridden "Bracero" Plan?

Expanding the H-2 program was bad, but the House then made things worse by approving Rep. Leon Panetta's (D-CA) amendment to create a "bracero" temporary worker program.

Scandalously inhuman treatment of foreign agricultural workers in the early 1960s resulted in legislation prohibiting bracero programs. The AFL-CIO was among those who lobbied at that time for reforms.

Twenty years later the battle was fought again and lost in the House. The House voted 228-172 in favor of the Panetta amendment. The AFL-CIO will work to remove the bracero program during House-Senate conference on the immigration bill.

Vote # 4: Final Passage of H.R. 1510

The AFL-CIO position was that if the three votes above were favorable, it could endorse the bill.

All three votes went the wrong way. Sanctions against employers who hire undocumented workers are weak and difficult to enforce, and the H-2 and bracero programs threaten to bring a new harvest of shame.

So the AFL-CIO opposed final passage. But in a narrow 216-211 vote, the House approved the immigration bill.

The AFL-CIO and its affilitates will work to achieve improvements in the immigration bill when House and Senate conferees meet to iron out differences between their respective bills.

AFL-CIO news

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Accord reached on bankruptcy

Postal union solidarity

Two thousand local union leaders of the Postal Workers and the Letter Carriers came to Washington to back their negotiators and demonstrate their solidarity in resisting management demands for contract rollbacks. AFL-CIO Sec.-Treas. Thomas R. Donahue told the rally that a united labor movement stands behind them, and that their battle is the same waged by private-sector workers dealing with "an employer who thinks the time has come to display his dominance." Union contracts with the Postal Service expire July 20.

Bargaining required to modify pact

By David L. Perlman

Congress broke a months-long deadlock and moved towards final passage of legislation to stop employers from using bankruptcy proceedings as a device to tear up union contracts.

The labor-sought legislation was approved by House and Senate conferees as part of a "must" bill needed to keep the nation's bankruptcy courts functioning.

It would compel employers to enter into good-faith bargaining over any contract changes that are necessary to allow the bankrupt firm to reorganize in order to stay in business.

If an employer couldn't convince the union, he would have to persuade a bankruptcy court of the necessity of contract modifications and the fairness of the company's proposal.

The legislation would largely nullify a Supreme Court ruling earlier this year that turned the federal bankruptcy law into a license to nullify union contracts.

"Overall, we're pleased with the measure," AFL-CIO Legislative Director Ray Denison commented.

The legislation is "a vast improvement over what the Supreme Court left us with. This should return collective bargaining to the negotiating table and keep it out of the courts."

Grave implications

The Supreme Court ruling, which AFL-CIO President Lane Kirkland warned at the time had "the gravest implications" for the collective bargaining system, held that a company could abrogate its union contract as soon as it filed for bankruptcy.

Then it would merely have to show that it had made "a reasonable effort" to reach a voluntary agreement. The Supreme Court majority asserted that holding the employer to too strict a standard of justification would be at odds with the "flexibility" intended by the bankruptcy law.

House Judiciary Committee Chairman Peter W. Rodino, Jr. (D-N.J.) promptly introduced a bill to reverse what he and others considered the Supreme Court's misreading of the intent of Congress. The AFL-CIO Executive Council, then in session, committed the federation to an all-out effort to reverse the Supreme Court position.

Continued on Page 2

House restores full coverage to anti-bias laws

The House voted 375-32 for a labor-supported civil rights bill needed to repair the damage done by a Supreme Court decision earlier this year.

At issue is whether the array of federal anti-discrimination laws will be narrowly interpreted, as the court ruled in its Grove City College decision, or given the broader scope that most members of Congress assert was the original intent of the laws.

President Reagan had criticized the House bill as "too broad," but the one-sided vote was easily sufficient to override any veto. The Administration is expected to make a stronger effort to trim back the legislation in the Senate.

The Supreme Court's 6-3 decision had held that a ban on sex discrimination in education applied only to the particular programs that receive federal funds and not to the entire institution.

By the same reasoning, the decision put in jeopardy laws barring discrimination on the basis of race, sex, religion, national origin, age or handicap in programs or institutions receiving federal funds.

Continued on Page 3

Unions score perversion of labor law's purposes

Workers can no longer rely on federal labor law or the National Labor Relations Board to protect their right to organize, union witnesses charged at House hearings.

"Labor-management relations is back in the jungle," Food & Commercial Workers President William H. Wynn testified. He and Electronic Workers President William H. Bywater spoke from first-hand experience with scofflaw employers who have been emboldened in their union-busting tactics by the ideological tilt of the NLRB under the Reagan Administration.

A panel of law professors made similar charges.

Employers fighting union organization can still rely on legal delaying tactics and illegal reprisals that bring only "slap-on-the-wrist" penalties—defects in the National Labor Relations Act that the labor reform legislation pushed during the Carter Administration sought to remedy.

But the Reagan-appointed NLRB "has made the situation go from bad to worse," Stanford University Prof. William H. Gould testified. "The fact is that union-bashing appears to be in style politically in 1984," he said.

University of North Carolina Prof. Daniel H. Pollitt said the remedies for employer violations of the law are so weak as to justify the label of "a license fee for union-busting."

Federal labor law, he testified, "has indeed failed in protecting the promise made to American working men and women."

Wynn, who is also chairman of the AFL-CIO Standing Committee on Organization, said the NLRB is no longer the "neutral body" that Congress intended.

His union, Wynn testified, is prepared to "strike for recognition" and when employers fire workers for union activity.

"We'll get justice for workers any legal way we can," he said, "through strikes, through picket lines, through corporate campaigns, through all forms of economic pressure."

Wynn agreed that "there should be a better way." But as things stand now, employers might as well fire union-busting

Continued on Page 3

Democratic platform sets jobs goal

Delegates to the Democratic National Convention will be asked to approve a party platform that sets full employment as a central goal of economic policy and proposes clearcut alternatives to four more years of Reaganomics.

The election-year blueprint recommended by the 184-member Democratic Platform Committee commits the party to the revitalization of basic American industries and to the repair of the nation's neglected infrastructure—its roads, ports, transit systems, railroads, highways and bridges.

It pledges restoration of fairness in tax policies and labor law, in the administration of government programs and in the enforcement of federal laws.

It rejects — unequivocally — President Reagan's reliance on "deliberate high unemployment" to curb inflation, "coupled with a relentless assault on the collective bargaining power and rights of working men and women.

Party principles

The platform draft that will be acted on by the convention reaffirms a Democratic Party commitment to equal opportunity and to opening new opportunities for those who have been shut out—supporting affirmative action goals and timetables but rejecting quotas.

Its foreign policy declaration stresses support for freedom's cause against all forms of dictatorships, and denounces the continued suppression of Poland's Solidarity trade union federation.

"We will make support for democracy, human rights, and economic and social justice the cornerstone of our policy," the platform draft proclaims.

The platform committee is headed by Rep. Geraldine A. Ferraro (D-N.Y.); AFL-CIO Vice President John H. Lyons, the president of the Iron Workers, is a co-chair. Sixteen other committee members are from AFL-CIO unions. Sam Dawson, political action director of the Steelworkers and a convention delegate from Texas,

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6/30/84

AFL-CIO President Lane Kirkland confers with U.S. worker delegate Irving Brown at ILO meeting in Geneva. Also in the delegation are AFL-CIO Vice Presidents John T. Joyce, left, and John J. Sweeney.

Bankruptcy bill conferees agree on labor rights

Continued from Page 1

The legislation, with the labor provisions intact, passed the House on Mar. 21. Employer groups, spurred by the Chamber of Commerce, made a stand in the Senate. But a bipartisan majority lined up in support of an amendment by Sen. Bob Packwood (R-Ore.), which had the AFL-CIO's endorsement.

Only by filibustering to prevent a vote was the pro-employer bloc of senators able to block its passage.

The deadlock was finally broken by an agreement to pass other provisions of the bankruptcy legislation, leaving the shaping of the collective bargaining provision up to the House-Senate conference.

There, in a session that ran until nearly 3 a.m., the final language was worked out. It emerged close to the Packwood version, but would not be retroactive. Thus, the strict collective bargaining requirements apply only to bankruptcy proceedings initiated after the bill is signed into law.

Unions, farmers hit 'aggressive' big bank tactics

The AFL-CIO and the National Farmers Union joined in a statement of concern at the spread of conglomerate-type banks and the resultant displacement of community banks.

Under the policies encouraged by the Reagan Administration, the statement noted, banking laws have been interpreted to allow banks to engage in previously prohibited activities. The "aggressive policies" of large banks have brought them into "unsound and speculative transactions all over the globe."

The two groups warned that such policies force up interest rates, make farm and home loans more difficult to obtain, and create jobs "outside our borders" instead of in the United States.

Earlier, in a related area, the AFL-CIO had testified before the House Banking Committee in support of legislation to curb some of the loopholes. The bill, by Chairman Fernand St Germain (D-R.I.), won the committee's approval, 32-16.

Henry B. Schechter, director of the AFL-CIO Office of Housing & Monetary Policy, warned in his testimony against the concentration of economic power that is threatened when banks are allowed to become financial service supermarkets.

He expressed concern that expansion of banks into such fields as insurance would result in "subtle pressures" on borrowers to take out insurance handled by the bank.

Brown assails Soviet move to undermine ILO machinery

Geneva—AFL-CIO International Affairs Director Irving Brown denounced attempts by Soviet bloc countries to undermine the International Labor Organization's watchdog role over workers' rights as a "camouflage for their systems of oppression."

Addressing the 151-member ILO's annual assembly as the U.S. worker delegate, Brown said that the Soviet campaign against the ILO's monitoring machinery was meant to conceal the "lack of any really effective labor standards" in the communist world.

"No worker can be considered free as long as he is not protected by these basic and natural rights to choose his own trade union organizations and officials," Brown said, referring to the ILO standard-setting conventions on freedom of association.

Implementation vital

Ratification of ILO conventions is "meaningless unless there is implementation," he continued in a pointed allusion to the failure of communist governments to pay more than lip service to the ILO standards they pledge to apply.

Brown, the spokesman for American workers in the ILO, stressed that no economic system can automatically guarantee workers basic rights as the communists claim for their state-run economies.

"The criterion," he said, "is whether trade unions can continue to exist and defend the economic and social interests of the workers, irrespective of the nature of the ownership of the means of production."

"The standard-setting procedures of the ILO cut across all the economic and social factors which affect man's condition in the world," Brown reminded the nearly 1,800 worker, government and employer delegates and their advisers taking part in the three-week session.

The extent to which the ILO, a United Nations specialized agency, can assure that its standards are applied worldwide will determine the importance of the organization as the "intergovernmental body for the protection and advancement of workers everywhere," Brown said.

He cautioned against all attempts to downgrade the uniqueness that the participation of trade unionists and employers with governments gives the ILO.

"Any weakening or erosion of this system would render the ILO meaningless and ineffective," he said.

Czechoslovakia's communist government refused to submit to ILO procedures as it rejected a request to appear before the assembly's committee on the application of standards.

The Czech government said in a letter that it would not answer questions concerning western trade union complaints that dissidents were denied jobs because of their political convictions in contravention of ILO rules. The letter asserted that the complaints constituted interference in Czechoslovakia's purely "internal affairs."

The so-called worker delegates from the Soviet bloc walked silently out of a workers' caucus when Jerzy Milewski of Poland's banned Solidarity trade union organization was given the floor amidst loud applause.

Message from Walesa

Milewski, who heads the office that exiled Solidarity members maintain in Belgium, read a message in which Lech Walesa, the Solidarity leader, denounced the Polish government's non-observance of the ILO freedom of association conventions.

Walesa urged the ILO worker delegates to give all possible support to Solidarity's "peaceful struggle for our inalienable rights."

Poland did not send a delegation to the ILO conference because its treatment of Solidarity is under ILO investigation.

Real pay drop dulls outlook for economy

The economic outlook for workers was clouded by a government report that real average weekly earnings dropped sharply in May and the announcement of another boost in the prime lending rate of major banks.

Another Bureau of Labor Statistics report showed that retail prices rose a relatively modest three-tenths of 1 percent in May, as measured by the consumer price index for urban wage earners and clerical workers (CPI-W).

Rate continues up

Key banks and lending institutions ratcheted their prime rate from 12.5 to 13 percent, and some bankers predicted their rates will continue to climb this year and next. The continuing surge in interest rates is expected to send home mortgage rates even higher and further dampen housing construction.

In its report on real average weekly earnings, the BLS said preliminary data showed a decline of 1.3 percent from April to May, wiping out most of an increase in the previous month.

Average hourly earnings, also adjusted for inflation, fell four-tenths of 1 percent. Over the year, average weekly earnings were up 4.9 percent, using current dollars, BLS said.

According to BLS data, real weekly earnings of non-supervisory workers on private, non-farm payrolls, expressed in constant, uninflated 1977 dollars, averaged $173.67 in May compared to $174.71 in April and $170.55 a year earlier.

Five-year lag

But real wages remain well below 1979 levels.

The increase of three-tenths of 1 percent in the CPI-W, a seasonally adjusted figure, followed a rise of two-tenths of 1 percent in April and no change in March. The index is the basis for cost-of-living adjustments in social security and other federal payments and for COLAs in many union contracts.

In other economic developments:

- Factory orders for durable goods rose 3.3 percent in May after a 6.5 percent plunge in April. While orders for most items measured by the Commerce Dept.'s index were up, orders for military goods fell 10.9 percent on top of a 45.9 percent drop in April, and orders for primary metals, such as steel, were down 9.5 percent.

Orders for capital goods, such as machinery and equipment. were up 10.6 percent. But the increase is tempered by data indicating that industries are placing substantial amounts of new orders for machine tools and other items with foreign companies.

- The U.S. dollar soared to new highs against foreign currencies including the British pound, the Canadian dollar, the Swiss frank and the Japanese yen. Continued over-valuation of the dollar makes it harder for U.S. manufacturers to export goods for sale overseas and makes imports cheaper in the U.S. market.

23.8 million felt the pain

Joblessness struck 23.8 million adult Americans—nearly 20 percent of the workforce—at some time in 1983, according to a study released by the Labor Dept.

The Bureau of Labor Statistics reported that the 1983 figures were a slight improvement over 1982 when 26.5 million persons 16 years or older suffered at least some unemployment, or about 22 percent of all those who worked or looked for work during the year.

AFL-CIO Economist Markley Roberts pointed out that the latest figures confirm that there are "still too many people suffering joblessness," and the number is still significantly higher than figures from four years ago which were considered excessive then.

BLS figures show that in 1981, 23.4 million persons or 19.5 percent of those who wanted to work, experienced unemployment. The figures for 1980 were 21.4 million or 16.9 percent of the eligible workforce; for 1979, 18.5 million or 14.8 percent.

The BLS study found that the median length of unemployment periods in 1983 was 14.9 weeks, down slightly from 15.4 weeks of joblessness in 1982.

The report said that 84 percent of workers who suffered unemployment in 1983 held a job some time during the year, but 16 percent looked for work and could not find it. Among blacks who sought jobs, nearly one-third were unable to find any work during the year.

The agency also reported that a large proportion of those who experienced some unemployment were hit by two or more spells of joblessness, 32.4 percent in 1983 compared to 33.6 percent in 1982.

There they go again

NLRB's latest switch lends support to scabs

In another reversal of existing policy, the Reagan appointees to the National Labor Relations Board ruled that a union cannot restrict a member from resigning during a strike and crossing the union's picket line to scab.

The board voted 3-1 to reverse a 1982 decision—involving the Machinists—that upheld the union's right to place certain reasonable restrictions on resignations, including an advance notice rule and a continued obligation not to cross an existing picket line.

In a new decision, also involving the IAM, Chairman Donald L. Dotson and members Robert P. Hunter and Patricia Diaz Dennis said "a union may not lawfully restrict the right of its members to resign from membership," and held that it is an unfair labor practice for a union to impose a fine on a worker who drops membership during a strike and goes to work as a scab.

IAM President William W. Winpisinger called the ruling "one more in a string of decisions based on tortured logic and legal misinterpretation by the Reagan appointees to the board."

Winpisinger said the IAM "will pursue a reversal of the decision in the courts." But "the real remedy is the defeat of Ronald Reagan so that fairness can be restored to the NLRB," he stressed.

The NLRB majority decision was opposed by Don L. Zimmerman, the lone holdover appointed during the Carter Administration. Zimmerman pointed out in his dissent that while restrictions on resignations must be reasonable, the lack of any union power over resignations—and scabbing — tips the balance too far toward employers and against a union's need to protect the right to strike as its "ultimate economic weapon."

The case involves the decision of IAM Local 1414 in Burlingame, Calif., to impose a $2,250 fine on a member who resigned in the middle of a six-month-long strike against a local car dealer and then returned to work.

The IAM constitution calls it "improper conduct" for a member to go to work for a firm being struck by the union. It also specifies that resignation "shall not relieve a member of his obligation to refrain from accepting employment at the establishment for the duration of the strike or lockout if the resignation occurs during the period of the strike or lockout or within 14 days preceding its commencement."

Resignations made within 14 days of establishment of a picket line will not become effective while the line is up, or relieve the member from an obligation not to cross that line, the union's bylaws state.

Breach of promise

The IAM constitution's restrictions on resignations during strikes were upheld by the U.S. 9th Court of Appeals earlier this year. That ruling, which conflicts with what the board has now held, said members who dump a union during a strike are "breaching a promise" to other employees.

The board contended that resignation restrictions of any kind "impair" an employee's right, under federal labor law, "to refrain from union or other concerted activities.

The board's ruling which included an order to Local 1414 to "expunge" the restrictions from its "governing documents"—could make it harder for unions to discipline members who become strikebreakers, and that could weaken a union's bargaining power in a dispute. Most unions have some constitutional provisions that apply to members' resignations.

The NLRB order, however, pointed out that it could not in this case order the international union to change its constitution since it was not directly a party to the case.

The board also required Local 1414 to rescind the fine, and to post a notice of the decision and orders at its union hall, as well as to provide the car dealer with copies of the notice for posting at the employer's discretion.

At House hearings, Food & Commercial Workers President William H. Wynn assails NLRB's pro-employer bias. Testifying to tactics used by a Nebraska meat packing firm are Richard Saalfeld, left, and Dennis D. Nelson, who was fired for supporting the union.

Unions denounce perversion of U.S. labor law's objectives

Continued from Page 1

"labor consultants," he suggested, "because the NLRB is doing the job for them."

Two House subcommittees, one headed by Rep. William Clay (D-Mo.) and the other by Rep. Barney Frank (D-Mass.), joined in the three days of hearings on the question, "Has Labor Law Failed?"

Clay noted in an opening statement that the National Labor Relations Act adopted in the New Deal era was intended to bring about stability in industrial relations, but confidence in the fairness of the system has been shattered.

It now takes an average of nearly three years from the filing of an unfair labor practice charge to the court enforcement of a remedy, Clay said. Increasingly, workers who support unions face reprisals. And laws requiring reporting and disclosure of the activities of management consultants go unenforced.

Delay mechanisms

IUE President Bywater testified about a case before the NLRB involving three workers who were fired during a union organizing drive in Blackville, S.C., in 1980. An NLRB administrative law judge found that they had been unlawfully fired for union activity, but the case is still before the labor board. "If and when we win," Bywater said, "the company will undoubtedly appeal to the U.S. 4th Circuit Court of Appeals and there will be another year's delay."

Because of such tactics, he said, and the failure of the present NLRB to carry out its mission, the IUE and other unions are increasingly forced to "alternative means such as strike, boycotts and corporate campaigns to secure workers' rights."

Presidents of two unaffiliated unions—Richard L. Trumka of the Mine Workers and James L. Kane of the United Electrical Workers—reiterated labor's loss of confidence in the fairness of the NLRB and the adequacy of federal labor law.

Corporate actions

"Corporate America has reignited the labor war which prompted the passage of the National Labor Relations Act," Trumka said.

A meat packinghouse worker who supported the UFCW during an organizing campaign in Grand Island, Neb., testified that he was fired in November 1982 but his case didn't get to a hearing until early this year, and "we're still waiting for the decision."

Meanwhile, Dennis D. Nelson testified, he has been blacklisted by other employers after he was fired by the Nebraska packinghouse. "During a job interview, one employer actually told me to my face that he doesn't need any union people working for him." His unemployment insurance has run out, and he faces foreclosure of his home mortgage.

A panel of former NLRB officials now in private practice as management attorneys took a different view of the labor board's anti-union tilt under the Reagan Administration. The changes made by the board's new majority, they contended, merely restored "balance" to the enforcement of the law.

IUD council calls '84 elections key to restoring rights

Hollywood, Md. — Organized labor's antidote to a National Labor Relations Board packed with anti-labor Reagan appointees is to elect an Administration and Congress "dedicated to protecting the rights of workers and the principles of free collective bargaining, the AFL-CIO Industrial Union Dept. declared.

In a resolution adopted at its meeting here, the IUD executive council charged that the Reagan NLRB has deliberately altered long-standing interpretations of federal law, and warned that its anti-labor bias may force unions to seek new ways to win collective bargaining rights.

The resolution called on the NLRB to "cease its lawless emasculation of the rights" assured to workers under federal law including the right to organize, bargain and enjoy a fair contract.

Even before the 1980 elections, federal labor law clearly had "serious defects" that needed correction, but "the Reagan appointees to the NLRB have reduced the effectiveness of the Act and the fairness of its enforcement to a new low," the IUD asserted.

The resolution charged that the Reagan appointees "have made clear their single-minded dedication to the needs and desires of employers who are flouting the law with alarming and increasing frequency."

Victimizing workers

The IUD said the NLRB's overturning of decisions intended to help and protect workers and its failure to enforce rules which it cannot overturn have victimized both union and non-union workers alike.

Before the passage of the national labor law, unions still found ways to establish collective bargaining despite employer hostility, and the record of the Reagan board "may force us to return to our earlier methods of self-help," the IUD warned.

The IUD also called on Congress to monitor the NLRB's activities and to take "remedial legislative steps" to assure that the goals and principles of the nation's basic labor policy are met and enforced.

House acts to bolster anti-bias laws

Continued from Page 1

With bipartisan support, the labor-civil rights coalition pressed for remedial action and two House committees with jurisdiction over the bill ignored the Administration's "go-slow" request and cleared the measure for floor action.

The House-passed bill amends pertinent provisions of the 1964 Civil Rights Act, the 1972 Education Amendments, the 1973 Rehabilitation Act and the Age Discrimination Act of 1975.

Its leading sponsors included Representatives Don Edwards (D-Calif.), Claudine Schneider (R-R.I.), Patricia Schroeder (D-Colo.) and Paul Simon (D-Ill.).

In a letter to House members, AFL-CIO Legislative Director Ray Denison urged passage of "this simple and straightforward bill" to restate the "original legislative intent" of the civil rights laws passed by Congress over the last 20 years.

In a related area, the House completed debate on a union-supported bill to provide an independent study of sex-based pay inequities in the federal service and was preparing to vote on the issue as the AFL-CIO News went to press.

The original bill, sponsored by Rep. Mary Rose Oakar (D-Ohio) called for the study to be done by the federal Office of Personnel Management. But a "dirty tricks" memo prepared by an aide to OPM Director Donald J. Devine outlined a strategy to manipulate the pay study in order to sow political mischief.

The memo proposed to picture pay equity as threatening blue-collar wage levels so as to cause "disorder" in Democratic ranks and pit the labor movement against the women's movement.

Pay equity

To head off sabotage, Oakar expressed her intent to amend the bill to have the study done by an independent consultant. The AFL-CIO and unions representing both white-collar and blue-collar federal workers supported the measure.

Congress gave final approval of a mixed package of tax changes and spending cuts designed to reduce the projected deficit in President Reagan's budget by about 10 percent.

The package includes both tax reforms urged by the AFL-CIO and labor-opposed provisions that would add to inequities or adversely affect various groups of workers.

Congress was scheduled to adjourn not later than June 29 for the Independence Day holiday week and the Democratic convention. It will reconvene July 23.

A number of issues of concern to the AFL-CIO were pending as Congress edged closer to adjournment.

The Senate Appropriations Committee restored funds cut by the House from the National Endowment for Democracy—an innovative program in which the AFL-CIO participates to encourage democratic institutions in other countries. The funding bill awaits full Senate action.

A House-Senate conference on the immigration bills passed by both bodies may get under way during the congressional recess. In a letter to the conferees, 44 House members declared that elimination of the controversial "guest worker" program adopted by the House is essential to final passage of a bill.

Adoption of the grower-supported amendment to allow the importation of large numbers of foreign workers resulted in withdrawal of AFL-CIO support from the measure. It passed the House by only four votes and Rep. Fortney H. Stark (D-Calif.), who initiated the letter to the conferees, said its removal from the final bill is necessary to achieve "a fair and effective national immigration policy."

AFL-CIO Vice President J. C. Turner testifies on proposed asbestos standard at OSHA hearings, with federation job safety specialist Margaret Seminario and George H. Cohen, labor attorney specializing in safety issues.

OSHA proposal faulted

Stricter curb sought on asbestos exposure

By Arlee C. Green

The Reagan Administration's proposed standard on asbestos "has nothing to do with worker protection, but is merely a public relations gimmick," the AFL-CIO charged.

The federation and more than a dozen affiliates called on the Occupational Safety & Health Administration to adopt a 20-fold reduction in the exposure limit for the cancer-causing mineral.

AFL-CIO Vice President J. C. Turner stressed at OSHA hearings the federation's support of a 1980 federal report that said the ultimate goal of asbestos regulations "must be to eliminate exposure to asbestos where feasible."

Also testifying were representatives of the Oil, Chemical & Atomic Workers, Service Employees, and the Building & Construction Trades Dept. which included speakers and testimony from more than a dozen BCTD affiliates. The Auto Workers and the Steelworkers will testify later.

Needed provisions

Turner, who is president of the Operating Engineers, outlined needed provisions in a new standard:

- Reduction of the permissible exposure level for an eight-hour shift from the current limit of 2 million fibers per cubic meter to 100,000 fibers.
- An "action level" at 50,000 fibers to trigger medical surveillance coverage.
- A separate standard for the construction industry.
- Engineering and work practice controls as the primary means to limiting exposures.

Turner told the OSHA panel that workers in many industries are exposed to asbestos, and by conservative estimates, 200,000 workers will die by the end of the century from past exposure.

Recounting the history of the asbestos standard, Turner charged the agency "has consistently failed to address the known hazards of this toxic substance."

OSHA's proposal for asbestos would lower exposure levels to either 500,000 fibers or 200,000 fibers, based on testimony presented at the hearings.

OSHA first proposed a 500,000-fiber limit in 1975, but scientific evidence since then has urged a maximum limit of 100,000 fibers, Turner pointed out, noting that an emergency standard OSHA issued last fall still called for the 500,000-fiber limit. That temporary rule was overturned by federal courts.

Turner expressed concern that OSHA, for the first time, is allowing widespread use of respirators to achieve reduced exposure levels, noting that the "only rationale offered by OSHA is the endorsement by numerous industry groups of a compliance strategy which allows greater flexibility in control measures."

Construction coverage

BCTD President Robert A. Georgine scored OSHA's general industry standard as "completely inadequate to protect construction workers." He said other speakers —international and local union officials, staff members, and health care professionals—would address the various segments of the asbestos proposal that BCTD made to OSHA last fall.

The BCTD proposal calls for a 100,000-fiber exposure limit, along with engineering controls and work practices to reduce exposures, establishment of regulated areas, worker training and certification, decontamination and emergency procedures, monitoring requirements, recordkeeping, medical surveillance, medical removal protection and employee notification requirements.

Dr. Kenneth B. Miller, an occupational health physician with OCAW, charged that the OSHA proposal "leaves us with the unmistakable impression that this regulation will do little more than turn back the regulatory clock in this area.

Benefits negated

He stressed that any benefits of reducing exposures will be negated by the "unjustifiably overbroad reliance on respirators" and by the "halving of the number of workers who would be covered by the medical surveillance program."

Miller noted that "the common thread which ties these two provisions, as well as some others, together is the significant compliance costs that industry will save by not having to adequately protect the health of exposed workers."

William K. Borwegen, director of occupational safety and health for the SEIU, pressed OSHA to include in the standard requirements for identifying flaking asbestos in all buildings, along with notification of workers of such hazards, establishment of regulated areas during abatement work, and training requirements for building maintenance workers.

Ohio labor draws up plans for major campaign effort

Cincinnati — The key role organized labor in Ohio will play in the defeat of President Reagan and the election of Walter Mondale in the November presidential election was the recurring theme of the State AFL-CIO's 14th biennial convention.

Nearly 1,000 delegates heard from a dozen prominent speakers and adopted 78 resolutions during the three-day convention.

Noting that organized labor has come under some criticism for involving itself in the presidential primary politics, Ohio AFL-CIO President Milan Marsh said, "Those self-righteous politicians should be apologizing to us for what they've allowed Reagan to do to the working people of this country the past four years."

In his keynote speech to the convention, Marsh observed that "Ronald Reagan tells us he stands for all the American virtues—God, motherhood and apple pie. Yet, he cuts pre- and post-natal care programs, puts college beyond our children's reach, undermines worthy social programs, makes mortgages unaffordable and tells our grandmothers they better get used to the idea that poverty and old age go hand in hand."

Primary role

AFL-CIO Sec.-Treas. Thomas R. Donahue congratulated the convention on the role played by the state federation in the primary election that secured Ohio's 80 Democratic convention delegates for Mondale.

"The record now is clear," Donahue said. "Where our members were fully informed and turned out in substantial numbers, they chose Walter Mondale, and they made a difference—a big difference."

He called Mondale "a candidate who will challenge Ronald Reagan head-on, all the way—who will fight, as Harry Truman did in 1948, for the solid principles that his party stands for, for the values and hopes and dreams, not of some fabricated, affluent "new generation" but of all generations in America—young and old and in between."

Donahue said the November election will be crucial for organized labor and the nation.

"What we do now or what we fail to do," he said, "will largely determine where America is going for the remainder of this century."

Other speakers urged the delegates to dedicate themselves to the task of registering thousands of trade unionists as voters and participating in this fall's get-out-the-vote campaign.

Gov. Richard Celeste, in an address to the delegates, said there is no excuse for anyone even thinking that Ronald Reagan has deserved another four years in the White House. And COPE Director John Perkins said if Reagan is to be defeated in November, it will be the American trade union movement that will supply the necessary soldiers and energy to complete the task.

Convention speakers

Other speakers who spurred Ohio trade unionists for a major campaign effort included U.S. Senators John Glenn and Howard Metzenbaum, State Senate President Harry Meshel, AFL-CIO Regional Director Walter Waddy, Ohio Supreme Court Chief Justice Frank Celebrezze, Electronic Workers Sec.-Treas. Ed Fire, Ohio House Speaker Vern Riffe and NAACP Executive Director Ben Hooks.

The late David Fitzmaurice, who was president of the IUE and an AFL-CIO vice president at the time of his death in 1982, was memorialized, and former Carpenter President William Konyha received a standing ovation during ceremonies marking his recent retirement. Both had been vice presidents of the Ohio AFL-CIO.

Clinton Wood dies at 61, retired staff member

Richmond, Va.—Clinton Wood, who retired last year after 28 years' service as an AFL-CIO field representative, died here on June 11 after a heart attack. He was 61.

Wood helped to organize Federal Labor Union 23114, a directly affiliated local of the AFL and served as its president for nearly a decade before joining the federation's field staff.

Funeral services were held here on June 15. His survivors include his wife Dorothy and a son.

Coca-Cola pact won in Guatemala

Embattled unionists occupying a Coca-Cola bottling plant in Guatemala City, Guatemala, have signed an agreement with the company that marks a key victory in their long trade union and human rights struggle there.

Representatives of the union, known as STEGAC, signed an agreement May 27 with the Coca-Cola Co. and its subsidiary, Coca-Cola Interamerican Corp., guaranteeing the workers recognition of their union, bargaining rights, job security and continued recognition of the existing contract at the plant, known as EGSA.

STEGAC members have been occupying the plant since Feb. 18, when management claimed EGSA was bankrupt and announced an immediate plant closing.

Coca-Cola is now looking for someone to buy EGSA from its current owner.

The 350 STEGAC members, under the agreement, will remain in the plant until it resumes operation and be paid to care for and maintain the building and equipment.

With the signing of the agreement, reached after two days of virtually around-the-clock negotiations in San Jose, Costa Rica, the International Union of Food & Allied Workers said it would end its global boycott of Coke's products.

The IUF, the international trade secretariat with which STEGAC is affiliated, was instrumental in bringing Coca-Cola to the bargaining table and in hammering out the agreement.

At its May meeting, the AFL-CIO Executive Council was sharply critical of Coca-Cola's attitude toward the plight of workers in the Guatemala City plant. The council called on the Atlanta-based multinational company to meet with the workers and live up to its four-year-old agreement to help end years of management-instigated labor unrest at EGSA.

The Canadian Labor Congress and a number of European, Asian and African unions also protested Coca-Cola's actions.

Worker deaths

Although Coca-Cola does not own EGSA, the company agreed in 1980 to finance a change in ownership in an effort to end management-directed violence against union members that had included the killing of eight workers over a period of several years. Coca-Cola also promised to exert control over the new owners, insist on the security of the union and aid the families of the murdered unionists.

But when EGSA's owners claimed bankruptcy—on grounds disputed by the IUF —Coca-Cola disclaimed any further responsibility.

A fact-finding mission of North American trade unionists visited the plant in March and its report on the situation of the EGSA workers bolstered world wide concern. Under these pressures, Coca-Cola agreed to come to the bargaining table with STEGAC in late May.

The new pact commits Coca-Cola to help find a new buyer for EGSA and to guarantee continued recognition of the union. Coca-Cola will also back recognition of the current contract and the employment of the 350 remaining workers. Some layoffs would be permitted 60 days after re-opening if sales volume is not up to specified levels, but laid-off workers will have recall rights.

The IUF credited "international solidarity" of the labor movement with STEGAC as a key factor in bringing Coca-Cola to acceptance of responsibility for EGSA. But the trade secretariat stressed that "continued vigilance" is essential to make sure the company lives up to the agreement. If Coca-Cola fails to observe the terms, the boycott will be renewed, the IUF said.

In addition to the STEGAC executive committee, participants in the meeting on the union side included Food & Commercial Workers Executive Vice President Thomas G. Whaley; IUF Gen. Sec. Dan Gallin; Sally Cornwell, IUF regional secretary for North America; Stanley Gacek, UFCW assistant director for international affairs, and Marta Torres, a Guatemalan labor lawyer.

Court rules labor law applies to illegal aliens

By Susan Dunlop

The Supreme Court ruled that illegal aliens are protected by federal labor law, and an employer who "turns in" undocumented workers in a union-busting scheme is guilty of an unfair labor practice.

In a 7-2 decision, the justices upheld a National Labor Relations Board decision that an employer who reported illegal aliens to the Immigration & Naturalization Service the day after a union election in his plant was guilty of discrimination against employees for union activity.

The court found that nothing in current federal labor or immigration statutes denies illegal workers the full protections of law. The justices agreed with the AFL-CIO's friend of the court brief which noted that without those protections, illegal workers are at the mercy of employers who use the threat of deportation to thwart their workers' rights, including the right to form a union. The brief also contended that leaving illegal aliens without protection would encourage employers to hire exploitable illegal workers at the expense of other workers.

The case involved a Chicago leather tanning firm, Sure-Tan, Inc., which was organized by the Meat Cutters in 1976. Despite an intensive anti-union campaign by the employer, the workers voted for the union, and on Jan. 19, 1977, the National Labor Relations Board certified Local 431 as their bargaining agent.

The next day, Sure-Tan, which admitted it knew months before that about half its employees were Mexican nationals in the United States illegally, called the INS. The INS raided the Sure-Tan factory in February, and arrested five workers who agreed to return voluntarily to Mexico.

In a ruling upheld by the U.S. 7th Circuit Court of Appeals, the NLRB found that Sure-Tan violated federal labor law since through the belated whistle-blowing it had "constructively discharged" the employees for union activities.

Justice Sandra Day O'connor pointed out in the majority opinion that while ordinarily reporting of violations of the law "should be encouraged," such public-mindedness is an unfair labor practice when it is clearly done "in retaliation for the employees' protected union activity."

Back pay denied

In another part of the decision, the justices struck down the appeals court's order for six months' back pay and expanded reinstatement for the workers, ruling that the lower court exceeded its authority when it altered the NLRB's narrower remedy. The high court remanded the case to the board for determination of an "appropriate" remedy, conditioned on the workers' legal re-entry to the United States.

In another key decision, the Court upheld the retroactive application of a provision in 1980 amendments to the federal pension law covering multiemployer funds that increased the liability of companies withdrawing from such plans.

The unanimous decision reversed a U.S. 9th Circuit Court of Appeals ruling that imposing a liability on an employer who withdrew from multiemployer pension funds during the retroactive period, Apr. 29 to Sept. 26, 1980, violated the employer's rights under the due process clause of the 5th Amendment.

The case involves the Oregon-Washington Carpenters-Employers Pension Trust Fund, a multiemployer plan, which attempted to collect a withdrawal liability of some $201,000 from R. A. Gray & Co., an Oregon construction firm which had pulled out of the fund on June 1, 1980.

The Supreme Court ruled that Congress had a legitimate reason for forcing the retroactive payments under the Multiemployer Pension Plan Amendments Act.

"Withdrawals occurring during the legislative process not only would require that remaining employers increase their contributions to existing pension plans, but also could have ultimately affected the stability of the plans themselves," Justice William Brennan wrote for the court.

The MPPAA amended the Employee Retirement Income Securty Act of 1974 and increased the liability of firms that withdraw from multiemployer pension plans. Before that, the liability for withdrawing from such funds was limited to 30 percent of the company's net worth. Under MPPAA, the liability is the difference between the present value of vested benefits and the current value of the plan's assets.

In other cases:

- The court refused to review a lower court ruling upholding a racial desegregation order in Buffalo that requires the school board to hire one minority teacher for every white teacher hired and to insure that layoffs are not allowed to set back the employment gains made by minority teachers. The Buffalo Teachers Federation had requested the review out of concern that it might alter seniority protections.

EPA cases

- The justices ruled 8-0 that under certain conditions, chemical companies cannot prevent the Environmental Protection Agency from releasing health and safety data the firms had supplied on pesticide products when seeking the right to market the products.

- In a separate ruling, the court upheld an EPA regulation that permits states to classify entire plants as single sources of pollution when enforcing pollution standards. Plants will be considered as operating under a single "bubble" so that firms may add a facility, such as a new furnace, that exceeds federal standards as long as the added pollution doesn't push the plant's total pollution level over the limit.

State-County delegates draft rights, health, safety agenda

San Francisco—The State, County & Municipal Employees convention adopted a program calling for stepped-up efforts in the areas of affirmative action in hiring and promotions, job safety, and health care cost containment.

The 2,700 delegates also voiced deep concern on international issues, focusing on the need for human rights guarantees.

In the final days of the convention, the AFSCME delegates heard from several speakers, including AFL-CIO Sec.-Treas. Thomas R. Donahue and former South Dakota Sen. George McGovern. Earlier speakers included former Vice President Walter Mondale.

Donahue urged the delegates to "make no small plans."

Changes needed

"The challenge before us," he said, "is enormous—to change and improve a nation, to change and improve the trade union movement, to create a society where fairness and decency are the concern of everyone."

Part of that challenge, Donahue declared, is to overcome the attacks on public employees launched most often by office-seekers and occasionally by office-holders looking for a "scapegoat" to obscure their own faults and failures.

He also called for continued efforts to bring order to "the crazy-quilt pattern of state and local laws affecting public employee rights." Those rights are still not fully recognized in many states, Donahue noted, and if that resistance continues federal legislation may be needed to mandate union recognition and collective bargaining rights for all public employees.

"On top of those issues," Donahue continued, "you and all our other public employee affiliates must unite as never before against the staunch and rising anti-union attitudes of public managers. You have to carry on the fight to offer to every public employee the possibility to join a union, to be represented on the job, and to enjoy the kind of dignity on the job that a union card insures."

McGovern stressed that "this is a fateful election year because the man who is now in the White House is on a dangerously mistaken course both at home and abroad." He added that he believes the Democrats can win with a strong platform "based on strong, clear, common sense programs."

High on the list of domestic issues that concerned the delegates were health care costs and workplace health and safety. A resolution called on the international union to "continue to develop strategies for containing health care costs and for improving the health care available to AFSCME members and their families."

The resolution spells out a number of possible mechanisms for cost control: use of health maintenance organizations, regulation of insurance carriers, laws requiring cost disclosure, statewide hospital rate-setting programs, and improved delivery and utilization patterns.

The convention called on AFSCME to redouble its efforts to respond effectively to the "burgeoning problem of office worker safety and health." It urged more communication on the issue, surveys, development of a health and safety clearinghouse, workshops, and lobbying for increased research on health and safety. Other resolutions called for strict procedures to deal with infectious disease in workplaces and removing pregnant women from jobs with video display terminals.

The convention opposed "any and all laws authorizing workfare programs." It also expressed opposition to "computer home work that is unilaterally proposed by management" and urged "care to protect members against exploitation and unrealistic work schedules" involving such work.

The delegates expressed their dissatisfaction with the pace of affirmative action to counter employment discrimination. They reaffirmed their commitment to such action and urged AFSCME locals and councils to monitor their employers' affirmative action performance and "insist that meaningful progress be made."

Reagan policies hit

In the area of international concerns, the convention condemned the actions of the Reagan Administration in Central America, calling on the Congress "to demonstrate its responsibility and to thwart the Administration's efforts to impose a military solution" there.

In a separate, related resolution, the delegates "specifically opposed the provision of military and economic assistance to any nation that oppresses its people by denying them the basic human rights, including the rights of trade unions to organize and represent their members."

The AFSCME delegates came out for a negotiated "mutual and verifiable United States-Soviet Union freeze on the testing, production, and deployment of anti-satellite weapons, nuclear warheads, missiles, and other delivery systems."

Walter Mondale with AFSCME Sec.-Treas. William Lucy and President Gerald W. McEntee, after his convention address.

Oregon labor spurs campaign to oust Reagan, elect Mondale

Portland, Ore.—The need to defeat Republican President Ronald Reagan in the Nov. 6 general election and replace him with Democrat Walter Mondale was the dominant theme emerging from the Oregon AFL-CIO's 29th convention.

The adverse effect Reaganomics has had on the Oregon labor movement was reflected by the low attendance of 315 delegates and 148 honorary delegates and guests. In good economic times, those figures were sometimes doubled.

The convention approved a number of internal changes in the operation of the state labor federation as delegates acted on proposals drafted by a Committee on the Future. The committee was established by the 1983 convention to promulgate ways to streamline the federation with an eye toward cutting costs. Per capita tax revenues have dropped sharply as Reagan's economic policies have produced unemployment as high as 80 percent in some locals.

The federation now has about 75,000 members, down by 31 percent since Reagan took office. Oregon's jobless rate runs well above the national average.

A major change voted by delegates was to make the post of political director an appointive rather than an elective position. This will take effect Oct. 1, 1985, when the present director, Nellie Fox, plans to retire.

Another change would reduce the cost of executive board meetings by requiring local unions and councils to pay lost time and expenses for their board members instead of letting the federation bear those costs.

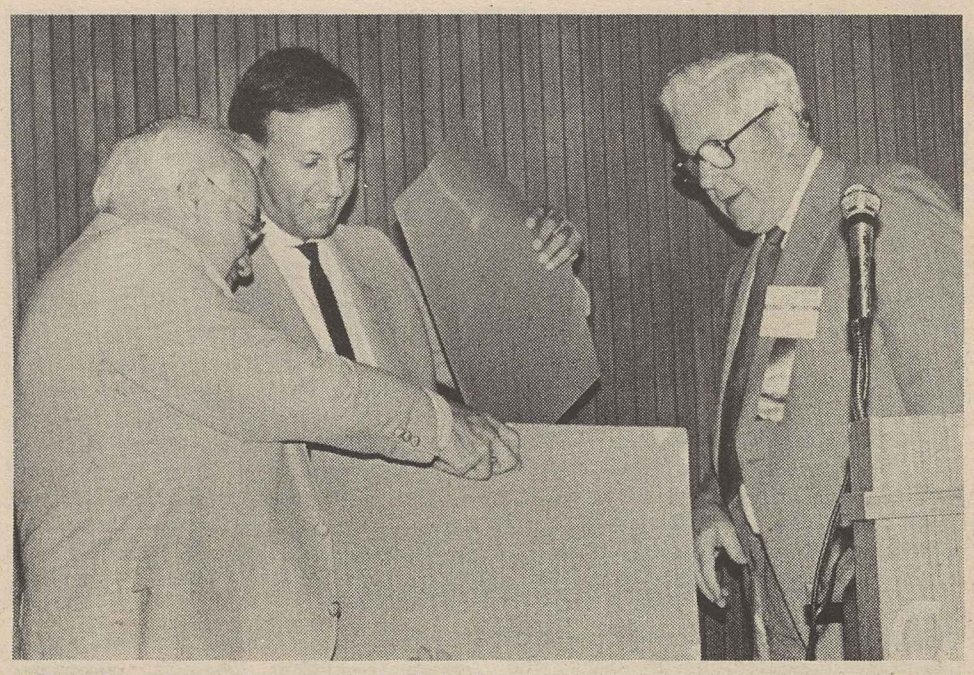
The convention endorsed Margie Hendriksen, a Eugene lawyer, Democratic state senator and former member of the State, County & Municipal Employees, in her campaign for the U.S. Senate seat held since 1967 by Republican Mark Hatfield.

Democrats backed

The delegates endorsed a slate of Democrats for statewide, congressional and state legislative offices except for one Republican legislator.

Delegates took time out to march from the convention hotel to a nearby downtown building where the union-busting Louisiana-Pacific Corp. has its headquarters. Delegates swarmed around the building with picket signs urging a consumer boycott of the firm's lumber products. Members of two timber unions have been on strike at 17 L-P mills in the West for nearly a year.

State AFL-CIO President Irvin Fletcher and Sec.-Treas. Robert C. Baugh, other officers and board members are in mid-term and were not up for election. Fletcher and Baugh told the convention the priority task facing labor is to get rid of Reagan and elect Democrats so that the nation's economy can be turned around.



Milwaukee Journal reporter Jack Nelson, center, accepts Newspaper Guild charter from TNG Sec.-Treas. Charles Dale and President Charles Perlik.

Newspaper Guild votes funds to step up organizing effort

San Juan, P.R.—The Newspaper Guild's 51st annual convention voted overwhelmingly to finance a vigorous, new organizing program by raising three-quarters of a million dollars through a pair of special dues assessments, one each in July and August.

At the same time, calling the incumbent U.S. Administration "bad news" for workers and their unions, the economy, women and minorities, the convention warned that Ronald Reagan's re-election would be "double trouble" for newspaper unionists.

"After showing them where he stands on labor, Reagan tramples on their professional sensibilities by trying to stifle freedom of information and dealing reporters out of the Grenada invasion," the convention said.

In the process, delegates rejected by decisive margins attempts to restrict the right of the union's leadership to endorse or take other actions on behalf of candidates for public office.

While Guild endorsements may generate controversy among some members, it is "a small price to pay for the exercise of our responsibilities as a union to assure the present and future well-being of our members and the industry they serve," the convention declared.

Improving climate

The expanded Guild organizing effort will be built around additional organizers to be hired with the new funds. It will enable the union simultaneously to respond to the improving organizing climate in the newspaper industry and to meet "challenges from other unions," delegates pointed out.

A few hours before the convention's action, delegates heard a leader of the newly organized news room employees of the Milwaukee Journal and Milwaukee Sentinel describe the circumstances that led to a successful representation vote there on June 1.

The Journal Co. is employee-owned and extremely profitable, but "there is a vast difference between being employee-owned and employee managed," said Jack Norman, the business news reporter who subsequently was elected president of the newly chartered Milwaukee Guild.

The convention's reference to "challenges from other unions" was based for the most part on the pledge by the president of the unaffiliated Teamsters that "we at the Teamsters are going to represent that (newspaper) industry," whether the Typographical Union merges with his union or not. Jackie Presser made the pledge while inviting the Typographical Union last August to reject merger with the Guild in favor of joining the Teamsters.

In urging delegates to approve the special organizing levies, TNG President Charles A. Perlik, Jr., pointed out that the Guild's "thin, brave line" of international representatives possesses "more than enough experience and savvy" for any contest with the Teamsters but is "too few" against "the platoon . . . the Teamsters can turn loose."

Assessment formula

The assessments, based on members' wages, add amounts ranging from $2 to $27.35 a month to dues, with the high amount applying to those making $895 a week or more.

Convention-enacted revisions in the Guild's union-wide bargaining program included, among other things, raising wage-bargaining goals to $1,000 a week for experienced persons in such jobs as reporting, ad sales and computer programming and to $500 a week for others, such as secretaries and janitors.

The convention also called upon all locals to bargain guarantees of a pregnant employee's rights to transfer without reduction in pay or benefits from a job the employee believes may be hazardous to the unborn child or the employee, a safeguard now applying under several contracts to employees working on video display terminals. There have been widely scattered and unexplained clusters of miscarriages and birth defects among VDT workers in several industries in recent years.

The convention also elected Gene Turner as a vice president to fill a vacant position.

Rights of workers

Democratic platform supports labor goals

Continued from Page 1

served on the 15-member drafting committee.

Most of the drafting committee's proposals were adopted intact, but some of the sections were made more specific.

The "right of workers" section of the platform that will be presented to the convention for approval includes support for labor law reform legislation, construction site picketing law, repeal of the "right-to-work" Sec. 14(b) of the National Labor Relations Act and bankruptcy law changes "to prevent the circumvention of the collective bargaining process and the destruction of labor-management contracts."

It calls for increased funding for the Occupational Safety & Health Administration, vigorous enforcement of job safety and health standards, and affirms the right of workers to know what hazardous materials and chemicals they may encounter on the job.

The platform draft calls for effective enforcement of federal labor standards, including the Davis-Bacon Act, and rejects the concept of a "subminimum wage."

It backs reform of the Hatch Act, curbs on polygraph testing in employment and seeks protection of pension rights of communications workers affected by the AT&T divestiture. And it calls for a comprehensive maritime policy, keyed to the "realities" of today's world.

Industrial strategy

"We will not allow our workers and our industries to be displaced by either unfair import competition or irrational fiscal and monetary policies," the platform draft asserts.

It terms a healthy U.S. auto industry "essential" and said foreign automakers with substantial sales in the United States should "invest here and create jobs where their markets are."

The platform draft advocates an industrial strategy mechanism along the lines urged by the AFL-CIO, based on a commitment by labor, industry and government.

It supports action to avert plant closings wherever possible. "Where plants are nonetheless closed, we will help workers and communities to adapt."

On housing, the platform proposal reaffirms the Democratic Party's commitment to "adequate shelter at reasonable costs" for all Americans, with a responsibility for government action to meet the needs of low-income households not served by the private market.

The platform draft stresses the need for "sufficient revenue to finance our defense and allow for investment in our future" and asserts that this can be achieved "without increasing the burden on average taxpayers."

Tax equity goal

The key, it suggests, is reversal of Reagan policies that "gave huge breaks to wealthy individuals and to large corporations." Faced with a huge budget deficit, "there must be a return to a fair tax on corporate income."

The Platform Committee adopted a strong stand against both a constitutional amendment requiring a balanced federal budget and the convening of a federal constitutional convention to initiate such an amendment.

Other sections of the draft platform, all of which will be acted on at the Democratic convention in San Francisco starting July 16, stress the importance of an expanded federal investment in education and job training, and reject firmly cuts in social security protection.

In Medicare, "the real problem is the growing cost of health services." To meet that problem, the platform draft calls for both effective cost controls and encouragement to innovative alternatives in health care delivery. It reaffirms a "commitment to the long-term goal of comprehensive national health insurance."

Most of the provisions in the platform draft were endorsed by committee members who are supporters of all three presidential candidates. But minority reports or amendments may be proposed when the document is considered by the full convention.

South Dakota labor adopts five-cent boost in per capita

Rapid City, S.D.—Delegates to the annual convention of the South Dakota AFL-CIO voted to increase the monthly per capita payment by five cents to close the gap caused by rising costs and declining revenues. The new rate of 65 cents is to take effect July 1.

The 68 delegates also approved a constitutional change extending the term of office for the state federation's top post from two years to four. Jack Dudley was re-elected to his fifth term as president and financial secretary.

Doris Mowry of the Communications Workers, second vice president for the past 11 years, retired from that post and was succeeded by John E. Hansen of the Steelworkers. Sandra Mohr of the CWA was voted into the vice presidential post vacated by Hansen. All other vice presidents were re-elected to two-year terms.

Wendell Olson, Food & Commercial Workers Region 13 director, a key speaker at the convention dinner, told the delegates that the labor movement can't stand another four years of a Reagan Administration. The key to Ronald Reagan's defeat in November, Olson said, will be for local unions to make sure their members are registered and that they vote on election day.

Olson pointed to Mondale's record in support of labor and liberal causes as a "record that speaks for itself" that should attract the votes of working people.

Other speakers included Gov. William J. Janklow (R); Lee Swinson, prseident of the South Dakota Farmers Union, and AFL-CIO Region II Director L. D. Porter.

Among the 25 resolutions passed by the delegates was one urging that state public employees be given fixed across-the-board pay raises rather than percentage increases, to break the pattern which has lengthened the range of salaries paid state workers, with meager increases going to the lowest paid group.

The convention also voiced support of the postal worker unions in their current negotiations and called for rejection of the Administration's revived effort to gain a youth subminimum wage.

Studies Center schedule for July, August

The George Meany Center for Labor Studies will offer five institutes during July and August. The schedule:

Advanced Editing Skills, July 15-20—Workshop for experienced union editors focusing on layout and makeup, picture editing, headline writing and production problems. Cosponsored by the International Labor Communications Association.

Labor Law, Aug. 12-17—Course for non-lawyers examining legal issues arising from bankruptcies, plant closings, movement of plants and transfer of ownership, and an analysis of the enforcement of Landrum-Griffin Reporting & Disclosure Act.

Newswriting & Editing, Aug. 19-24—For union editors and would-be editors on the basics of newswriting and editing for readability. Cosponsored by ILCA.

Organizing Techniques I, Aug. 19-24—A program on the mechanics of an organizing campaign with video taping so participants can hone their skills.

Arbitration Techniques: Preparation & Presentation, Aug. 26-31—An institute on the presentation of mock cases before professional arbitrators. Participants will see themselves in action on video tape.

Candidates for bachelor of arts degrees in labor studies will be on campus July 29-Aug. 3 for their semi-annual week-in-residence. An alumni program is set for Aug. 1 and 2.

Affiliates using the campus for their own leadership training programs in July are: Union of Police Associations, July 8-10; Carpenters, July 8-13; AFL-CIO Dept. for Professional Employees, July 10-13, and the Railway & Airline Clerks, July 15-20.

The American Institute for Free Labor Development will have trade unionists from 16 Latin American countries on campus until July 20.

More information on these and other labor studies is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903; telephone 301/431-6400.

EDITORIALS

Flawed Labor Law

EMPLOYERS long ago discovered that they can defy both the letter and the spirit of the National Labor Relations Act without risking more than a mild slap-on-the-wrist from the NLRB.

Faced with a union organizing campaign, they can stall for months with delaying tactics. And if that doesn't discourage the workers, the most active union supporters can be fired on trumped-up excuses. If the workers are ordered reinstated two years later, that's a small price to pay for what has become "a license for union-busting."

It's like starting a poker game with back-to-back aces.

Congress acknowledged this imbalance nearly seven years ago, when the House passed a labor law reform bill by an impressive 257-163 vote. Fifty-eight senators supported it, but a filibuster blocked its enactment.

Since then, the built-in weaknesses of the law have been compounded by the transformation of the National Labor Relations Board by President Reagan's appointees.

INSTEAD of a neutral body, the NLRB has become an ally of the employers. Not of fair employers, to be sure, but of firms that are unwilling to accept the right of their workers to organize and bargain through a union.

At House hearings this past week, union witnesses served notice that they are prepared to bypass the NLRB and secure recognition by other legal means—including strikes.

The National Labor Relations Act, which was supposed to provide an alternative to industrial strife, has been shown to be deeply flawed.

It may fall into disuse entirely if Congress fails to repair its structural weakness and if the Senate continues to confirm appointees who tilt the NLRB further and further against workers and their unions.

The Challenge Before Us

ALL OF US trade unionists have much work to do between now and Nov. 6 to see to it that our members and all Americans who work for a living have the best possible array of facts from which to make a judgment in the coming election.

We are told of recovery. But the fact is that if the 8.5 million Americans still out of work stood in a line 24 inches per person, that line would stretch from here all the way to New York City on the opposite coast.

Twenty-three million men and women were without jobs at some time during 1981; 27 million in 1982 and nearly 24 million again in 1983. The average duration of unemployment in those three years was 14 weeks, 16 weeks and 15 weeks. So in the first three years of the Reagan Administration, at least 30 million families have been hurt by unemployment which could have been avoided.

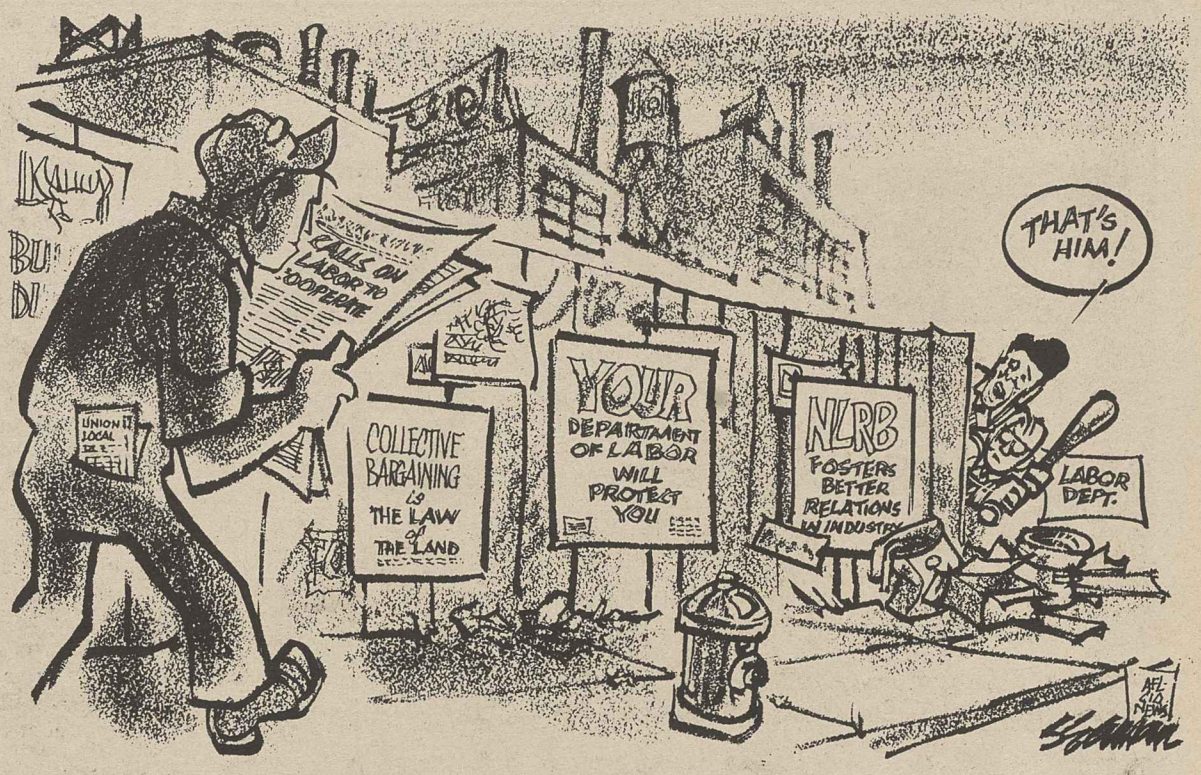
Under the Carter Administration, unemployment averaged 6.4 percent, declining to 5.8 percent in 1979. Under Reagan, unemployment has averaged 8.5 percent, including that horrible point of 10.7 percent in December 1982, the highest level since the Great Depression.

IN HUMAN TERMS, the costs were even higher. Nearly 11 million families lost their health insurance coverage; 494,000 families lost their homes through mortgage foreclosures; 72,934 small businesses were forced into bankruptcy.

The challenge before us in this election is to ensure that our members know those facts and vote to change the future.

Solidarity and your hard work are what will ensure a Mondale victory and a revitalized labor movement able to serve our members even more effectively—and to ensure the kind of America we all want so desperately.

—From address by AFL-CIO Sec.-Treas. Thomas R. Donahue to State, County & Municipal Employees convention, San Francisco, June 20, 1984.



Physical, mental anguish

Side-effects compound trauma of joblessness

Unemployment damages the pocketbook but often inflicts even greater damage to physical and mental health, according to a University of Michigan study commissioned by Congress.

The researchers found that the financial hardships of jobs lost are compounded by increasing rates of suicide, fatal heart attacks and strokes, mental illness, and such nagging personal problems as depression, anxiety, aggression, insomnia, loss of self-esteem and marital discord.

Jeanne Prial Gordus and Sean P. McAlinden of the U-M Institute of Science & Technology conducted their study for the Congressional Research Service (CRS).

Some of their major findings:

- The suicide rate for men in their prime working years is positively and significantly related to unemployment. Higher unemployment is also connected with increased mental cases and imprisonment.
- Fatal heart attacks and strokes for working men over age 45 peak about a year after unemployment has reached its highest level.
- Job loss is strongly associated with depression, anxiety, aggression, insomnia, loss of self-esteem and marital problems.

Results of a second study at Johns Hopkins University, commissioned by the Joint Economic Committee of Congress, also show that the financial hardships of lost jobs are aggravated by mental and physical ailments attributable to unemployment.

Comprehensive review

The U-M study for CRS is a review of 46 studies on physical and mental illnesses resulting from unemployment and other business factors.

Gordus and McAlinden found that stress associated with negative life events is a predictor of subsequent illness, and that these life events correlate with the unemployment rate.

Hypertension, for example, is often made worse when job loss is anticipated.

Spouses of unemployed workers also show psychiatric symptoms subsequent to job loss, although somewhat later than those reported by the unemployed partner.

In a situation where many people have been laid off, increased responsibilities for those who remain employed are associated with gastro-intestinal problems, increased hypertension, more frequent illness, increased anxiety and insomnia.

Negative results

They suggest that the unemployment rate is the most powerful external variable explaining the difference in findings among studies. While short-term unemployment results in few negative outcomes, when rates of unemployment were high, and when re-employment took 10 months or more, studies show many more negative results for individuals.

Negative effects go beyond health manifestations. Certain types of property crime were found to be related to economic downturns.

What the researchers call the absolute income gap variable, the difference between the income of an individual and the income of his reference group, was found to be strongly related to property crime. The unemployment rate was found to be positively correlated with imprisonment.

The study indicates that some individuals adapt to job loss while others do not. Social support appears to buffer or moderate the negative impact of job loss on well-being.

Gordus and McAlinden suggest that the almost unprecedented decline of major basic industries and the rise of new nontraditional types of economic endeavor will continue to result in the traumatic displacement and uprooting of hundreds of thousands of Americans and their families.

The understanding of this process, they conclude, is necessary and crucial so policymakers can take steps to ensure that the social costs of the coming of the post-industrial society do not exceed its potential social benefits.

AFL-CIO news

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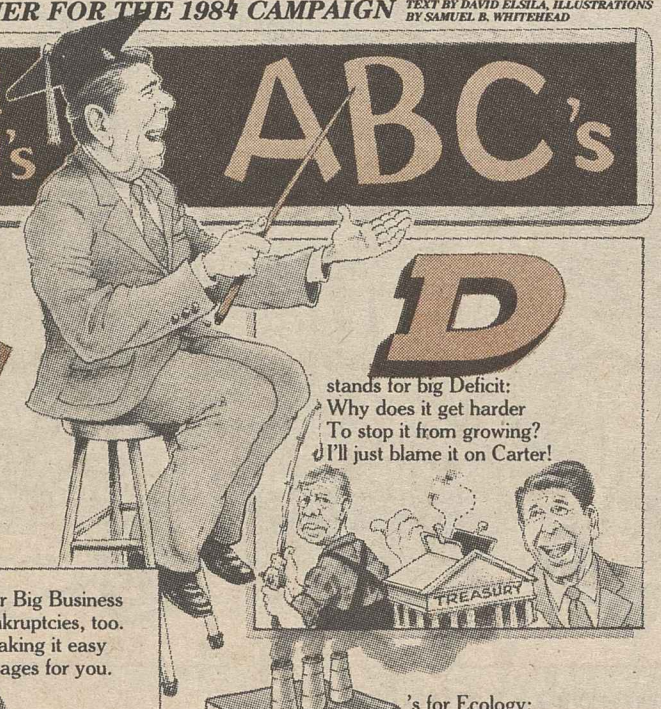
Ronald Reagan's ABC's

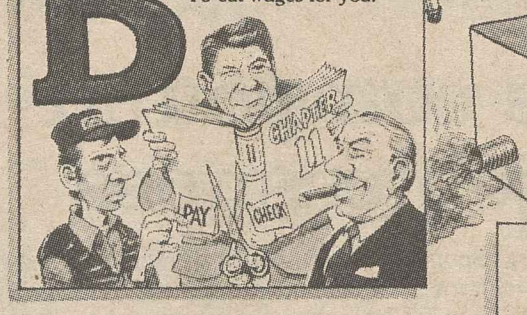
A POLITICAL PRIMER FOR THE 1984 CAMPAIGN — TEXT BY DAVID ELSILA, ILLUSTRATIONS BY SAMUEL B. WHITEHEAD



is for Auto:
As the profits rise higher,
I'll help out the bosses
Not workers or buyers.

D stands for big Deficit:
Why does it get harder
To stop it from growing?
I'll just blame it on Carter!

B stands for Big Business
And Bankruptcies, too.
We're making it easy
To cut wages for you.

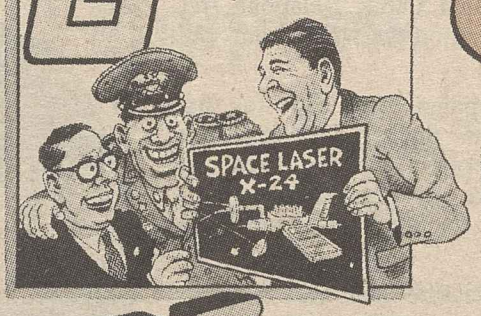


E 's for Ecology:
A liberal plot
To put shackles on industry.
Let's bring back Jim Watt!

C 's Civil Rights
And the sins of Commission.
Those equality fights,
We've put in remission.

F 's Full Employment,
A nice thought, but yikes . . .
Without lots of jobless,
Who'd we get to break strikes?

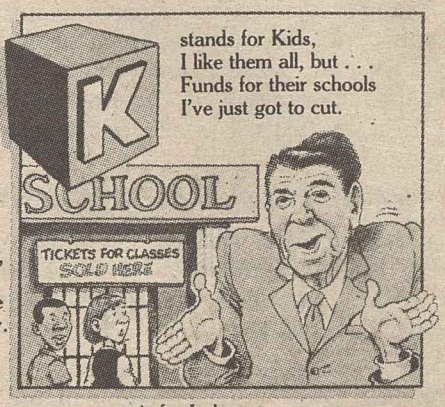
G 's for General Dynamics
And the Pentagon's frills.
They rake in profits,
And you pay the bills!



H stands for Health Care,
"No problem," I say,
As long as you're there
With the money to pay.

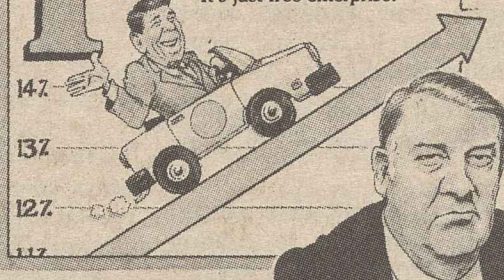
J stands for Jobs.
You'll get one some day,
As long as you're willing
To take lower pay.

K stands for Kids,
I like them all, but . . .
Funds for their schools
I've just got to cut.

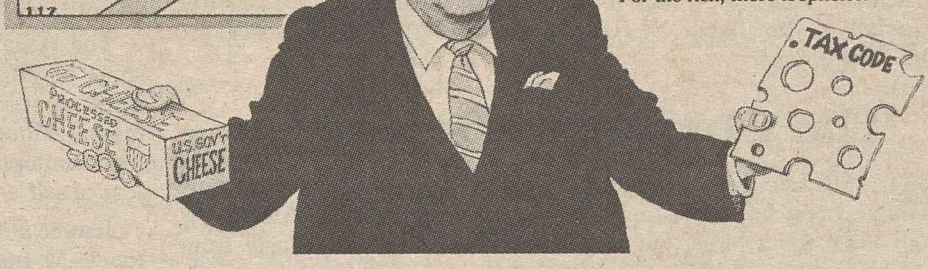


L is for Labor,
It's giving me pains.
They'll either play my way, or
I'll put them in chains.

I — watch the Imports
And Interest rates rise!
We're not selling you short:
It's just free enterprise!



M is for Ed Meese,
A misunderstood soul.
For the hungry, he's got cheese,
For the rich, more loopholes.



N 's for Nicaragua:
If they don't toe my line,
I'll shoot first and talk later,
Send the CIA to lay mines.

O is for OSHA:
It's better ignored.
To put lives before profits,
We just can't afford.

P is for PATCO,
I sure gave 'em hell.
If they'd only been Polish,
I'd have wished them all well.

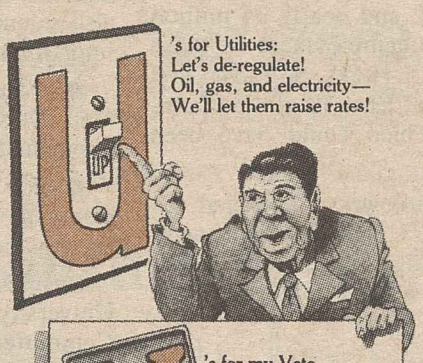
Q stands for Quality
Of Life (for a few).
It's great if you're wealthy,
But we can't include you.

R is for Runaway
Plants in far lands,
Where they cut workers' pay
Because unions are banned.

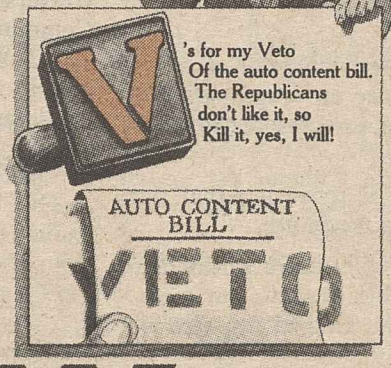
S OCIAL SECURITY
It's an awful expense.
Why subsidize the elderly
With tax dollars and cents?

T 's for my Tax bill
And Trickle-down, too.
Don't worry, the rich will
Pass their cuts on to you.

U 's for Utilities:
Let's de-regulate!
Oil, gas, and electricity—
We'll let them raise rates!

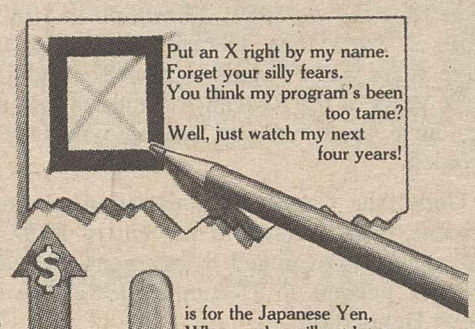


V 's for my Veto
Of the auto content bill.
The Republicans
don't like it, so
Kill it, yes, I will!



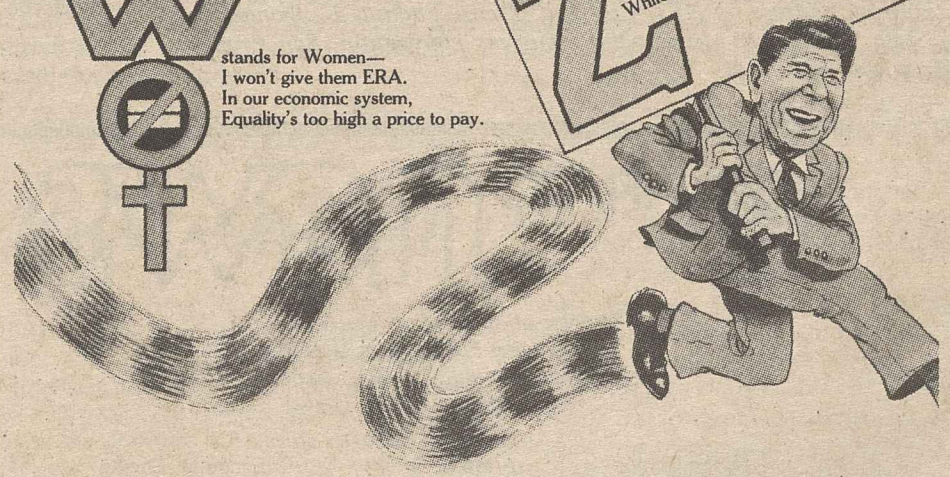
W stands for Women—
I won't give them ERA.
In our economic system,
Equality's too high a price to pay.

Put an X right by my name.
Forget your silly fears.
You think my program's been too tame?
Well, just watch my next four years!



is for the Japanese Yen,
Whose value will get lower
As I push up the dollar; watch
The imports gain more power.

Z is for my Zig-zag course:
I stay it all the while.
In foreign countries, I'll use force;
While at home, I nod and smile.



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AFL-CIO news

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JULY 7, 1984

Final passage of bankruptcy bill acclaimed

Congress closed an unsavory chapter in labor-management relations by barring employers from twisting federal bankruptcy law into a weapon against unions.

Final passage of the legislation was a clear victory for American workers, AFL-CIO President Lane Kirkland said. The measure, hammered out in a House-Senate conference that continued almost until dawn, was cleared for the President's signature with hardly a murmur of controversy.

It passed the House by a 394-0 rollcall and then cleared the Senate by voice vote.

Kirkland said the new legislation "takes collective bargaining out of the courts and returns it to the negotiating table where these issues should be handled."

By rectifying a Supreme Court decision, "this action closes the door on the use of bankruptcy laws by unscrupulous employers," Kirkland said.

Good-faith bargaining

In the future, a company that files for bankruptcy reorganization will have to bargain in good faith with unions representing its workers over any changes it seeks to make in existing union contracts.

It can't any more unilaterally tear up its contract as soon as it files for bankruptcy —as did Continental Air and some other firms that made no secret of their intent to take advantage of bankruptcy proceedings to get rid of unions.

Under the new legislation, which takes effect with the President's signature, a firm will have to show that it has bargained in good faith before asking a bankruptcy court to modify a union contract.

The employer's proposal would have to represent only those "necessary modifications in the employees' benefits and protections that are necessary to permit the reorganization."

Before coming to the court, the employer or the bankruptcy trustee would have to meet in good faith with the union representatives, "in attempting to reach mutually satisfactory modifications" of the contract.

Then, if an agreement hasn't been negotiated, the bankruptcy court may put the employer proposal into effect only if the union representatives have rejected it "without good cause" and "the balance of the equities clearly favors" the proposed changes in the agreement.

Response by Congress

The legislative battle that led to final passage began last February as a response to the Supreme Court's Bildisco decision. In that case, the court majority said a company could abrogate its union contract as soon as it filed for bankruptcy reorganization. And it set lenient standards for eventual court review of the unilateral contract change.

The House passed labor-supported legislation sponsored by Judiciary Committee Chairman Peter W. Rodino, Jr. (D-N.J.) as part of a bill needed to reorganize the bankruptcy court system. But business groups blocked action by the Senate, and the final language had to be worked out by a House-Senate conference.

The bill was sent to the White House for the President's signature on July 6.

Voter registration drive taps army of volunteers

AFL-CIO plan for a major voter registration drive is outlined to reporters by COPE Director John Perkins. At left is Information Director Murray Seeger.

Labor effort seen turning election tide

By David L. Perlman

The AFL-CIO will undertake a massive voter registration drive among members of its affiliated unions and is counting on the worker-to-worker efforts of thousands of volunteers to transform labor's political endorsements into election victories.

National COPE Director John Perkins said the immediate goal is to get a record number of union members eligible to vote. The battering that America's workers have taken from the Reagan Administration will be reflected at the voting booths, Perkins predicted in an interview with political reporters.

Wherever state laws permit, Perkins said, local union volunteers will be seeking to register their fellow workers on the job site, in the union hall and, if necessary, in their homes.

COPE will be furnishing AFL-CIO affiliates with updated printouts identifying members whose names don't show up on voter registration rolls, Perkins said. But the actual registration effort will be keyed to fellow-worker contacts, he stressed.

Loss of support

On the presidential campaign, Perkins expressed the view that President Reagan's performance in office has already persuaded many of the union members who supported him in 1980 to switch to Democrat Walter F. Mondale this year.

Former Reagan supporters are among the 30 million hit by unemployment, he said. They have witnessed the Administration's favoritism to the wealthy. And "retired members who may have taken a look at Reagan in 1980 are now fully aware of how he's been sniping at social security."

Perkins said both AFL-CIO polls and polls taken by conservative political groups agree that Mondale has a substantial lead over Reagan among union households—even though about 20 percent of union members are registered Republicans.

In a separate interview, President Robert

Continued on Page 6

'Dirty tricks' backlash aids pay equity cause

Political backlash from a Reagan Administration "dirty tricks" memo helped to bring about House passage of a labor-supported bill to advance the cause of pay equity for women.

Its key provision is an independent study to determine whether the federal government's salary structure undervalues jobs that are filled primarily by women.

If so, the bill directs, proposals to close the gap should focus on raising underpaid jobs. Plans that call for cutting pay of predominantly male occupations are specifically barred.

An amendment that sought to eliminate the pay equity study was crushed by a 395-22 vote, and the issue now goes to a House-Senate conference. The House added the pay equity study to a Senate-passed Administration bill involving merit pay raises for the higher civil service grades.

In its original version, the pay equity study was to have been conducted by the government's Office of Personnel Management. But before the measure reached the House floor, its sponsors learned of the "divide-and-conquer" memo prepared by a top aide to OPM Director Donald J. Devine.

If Congress required a pay equity study, the memo proposed, it should be manipulated so as to "divide the white-collar and blue-collar unions," pit the labor movement against the women's movement, and create "disorder" in Democratic ranks.

At House hearings, representatives of unions representing federal workers testified that a meeting called by Devine to attack the pay equity concept closely followed the scenario suggested in the memo.

Independent study

Rep. Mary Rose Oakar (D-Ohio), the bill's principal sponsor, then amended the original bill to have the study performed by an independent, outside consultant who would be chosen by OPM from a list of five prepared by an advisory council drawn from union and women's interest organizations in the federal service.

It was in that form that the legislation was enacted. But what once appeared to be formidable opposition to the pay equity concept shrunk to a small hard-core group after the OPM memo was exposed.

A second attempt to gut the pay equity study was firmly rejected by voice vote and the bill passed the House, 413-6.

$100,000 level pierced

High home prices shatter dreams

By Susan Dunlop

The average price of a new house rocketed through the $100,000 barrier in May, a historic first that could mean the home-ownership dreams of many working Americans will end in a fizzle.

The Commerce Dept. reported that the average price tag for a new single-family home is now $101,000. The six-figure threshold was crossed thanks to a $5,100 hike in prices just since April. The new high is 12.5 percent above the increase in the average price for all of 1983, the department said.

Although the national average is affected by the cost of expensive homes bought by the rich, the median price—the level at which half of all new homes are more expensive and half are less expensive—was a hefty $80,900 in May, up $1,500 over the month. In 1980, according to Census Bureau data, the median price was $64,600. In 1965 it was only $20,000.

Sales plunge

The Commerce Dept. also reported that new home sales plunged 4.4 percent in May. That drop followed seasonally adjusted declines of 6.2 percent in April and 4.2 percent in March. Sales this May were 6.4 percent under that month a year ago.

The key factor in the continuing sales decline—coupled with price—is rising interest rates. In most of the nation, the rate for a conventional, fixed rate mortgage has climbed nearly two points—from around 13 percent to about 15 percent—since January.

Henry Schechter, head of the AFL-CIO's housing policy division, warned that the steady decline in sales and a 10 percent drop in new housing starts in May are a signal that "as usual the home-building industry will be leading the economy into the next recession."

Schechter pointed out that housing "is the most interest-rate sensitive sector of

Continued on Page 3

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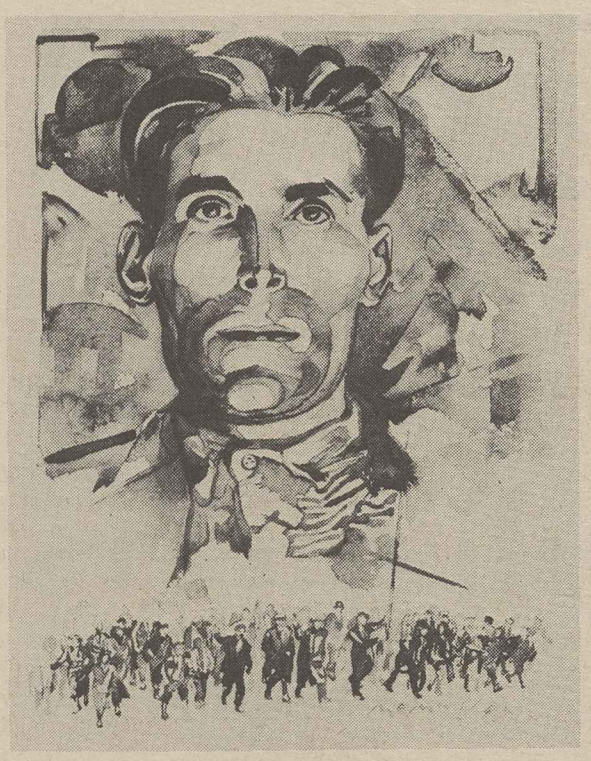
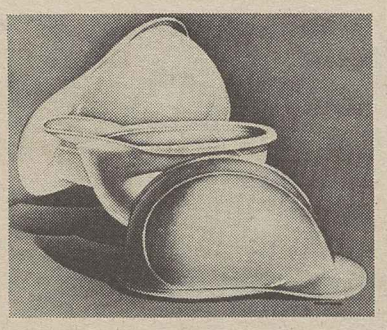


Joe Hill by James McMullan



Hardhats by Philip Hays

Frances Perkins by Alice Neel

Labor art

Images of Labor, an exhibition of original paintings and sculpture based on the role of working people in America, begins an 18-month tour of Sweden in August. The exhibit, which has just finished a three-year U.S. tour under the auspices of the Smithsonian Institution, was produced by the Bread and Roses cultural project of the Hospital & Health Care Employees. A book of reproductions of the 32 art pieces and quotations — as well as a series of high-quality posters — was also prepared by the union.

Nicola Sacco by Milton Glaser

New 3-year accord benefits 5,000 John Hancock agents

The Food & Commercial Workers have reached a three-year renewal contract with the John Hancock Mutual Life Insurance Co. covering some 5,000 agents nationwide. The pact is subject to a ratification vote on July 24.

The value of the package—compensation and fringe benefits—is $214.62 a week over the three-year period, said Andre Henautl, UFCW's chief negotiator for the Professional, Insurance, Finance & Health Care Division. Of that amount, $124.39 would be compensation.

The pension formula will be improved from 1 percent to 1.25 percent of the final average compensation, based on the best six of the past eight years' earnings, multiplied by the years of service.

A separate pension plan will be established under the agreement, in which the company will contribute 5.5 percent of the agent's casualty policies' earnings. The company will begin offering its own casualty insurance in September 1984 and from that time, agents will have the casualty policies included in calculating fringes.

Medical coverage

All agents would be covered under the company's comprehensive medical and dental plan beginning Jan. 1, 1985. Currently, half of the agents are under this plan, with the remainder under a basic plan. The out-of-pocket maximums were limited to $2,000 per family. The previous limit was $1,000 per individual.

The major medical supplement for retirees would be increased under the agreement from a maximum of $100,000 to $150,000.

On wages, an annual lump sum payment would be payable under the proposed contract. Agents with more than 10 years' service would receive three times their average weekly pay for the past four quarters. Those with five to 10 years' service would get two times their average weekly pay, while those with one to five years' service would get an amount equal to their average weekly pay.

The weekly salary agents receive for collecting debit accounts would be phased out over the next 10 years, as the agents no longer make debit collections.

First-year commission rates would be improved from 52.5 percent to 55 percent, while service fees—paid on accounts an agent services but didn't originally sell—would be paid on policies that are over a year old. Previously such fees weren't paid on accounts less than five years old.

The new agreement would run through June 30, 1987.

Senate votes on funds for democracy project

The Senate on June 28 rejected two attempts to eliminate funding for the labor-endorsed National Endowment for Democracy, set up last year to promote private-sector efforts to encourage democratic institutions abroad.

In terms of the AFL-CIO position, R stands for a right vote against the amendment, W for a wrong vote. Other symbols: P—present but not voting; A—absent.

Vote No. 1 shows the 51-42 defeat of an amendment by Sen. Lowell P. Weicker, Jr. (R-Conn.) to delete all funding for the endowment from a pending appropriations bill.

Vote No. 2 marks the 49-44 rejection of a similar amendment by Sen. Ernest F. Hollings (D-S.C.) that would have ended endowment funding but put some additional funds into existing foreign scholarship programs.

	1	2
ALABAMA		
Denton (R)	R	R
Heflin (D)	W	W
ALASKA		
Murkowski (R)	R	A
Stevens (R)	R	R
ARIZONA		
Goldwater (R)	A	A
DeConcini (D)	R	R
ARKANSAS		
Bumpers (D)	W	W
Pryor (D)	W	W
CALIFORNIA		
Wilson (R)	R	R
Cranston (D)	A	A
COLORADO		
Armstrong (R)	W	W
Hart (D)	A	A
CONNECTICUT		
Weicker (R)	W	W
Dodd (D)	R	R
DELAWARE		
Roth (R)	R	R
Biden (D)	W	W
FLORIDA		
Hawkins (R)	R	R
Chiles (D)	R	W
GEORGIA		
Mattingly (R)	W	W
Nunn (D)	W	W
HAWAII		
Inouye (D)	R	R
Matsunaga (D)	R	R
IDAHO		
McClure (R)	A	A
Symms (R)	W	W
ILLINOIS		
Percy (R)	R	R
Dixon (D)	R	R
INDIANA		
Lugar (R)	R	R
Quayle (R)	W	W
IOWA		
Grassley (R)	W	W
Jepsen (R)	W	W
KANSAS		
Dole (R)	W	W
Kassebaum (R)	W	W
KENTUCKY		
Ford (D)	R	R
Huddleston (D)	R	R

	1	2
LOUISIANA		
Johnston (D)	R	R
Long (D)	R	R
MAINE		
Cohen (R)	R	R
Mitchell (D)	R	R
MARYLAND		
Mathias (R)	R	W
Sarbanes (D)	R	R
MASSACHUSETTS		
Kennedy (D)	R	R
Tsongas (D)	R	W
MICHIGAN		
Levin (D)	R	R
Riegle (D)	R	R
MINNESOTA		
Boschwitz (R)	R	R
Durenberger (R)	R	R
MISSISSIPPI		
Cochran (R)	W	W
Stennis (D)	W	A
MISSOURI		
Danforth (R)	R	R
Eagleton (D)	R	R
MONTANA		
Baucus (D)	W	W
Melcher (D)	W	W
NEBRASKA		
Exon (D)	W	W
Zorinsky (D)	W	W
NEVADA		
Hecht (R)	R	R
Laxalt (R)	P	P
NEW HAMPSHIRE		
Humphrey (R)	W	W
Rudman (R)	W	W
NEW JERSEY		
Bradley (D)	W	W
Lautenberg (D)	A	R
NEW MEXICO		
Domenici (R)	R	R
Bingaman (D)	R	R
NEW YORK		
D'Amato (R)	R	R
Moynihan (D)	R	R
NORTH CAROLINA		
East (R)	A	W
Helms (R)	W	W
NORTH DAKOTA		
Andrews (R)	W	W
Burdick (D)	W	W

	1	2
OHIO		
Glenn (D)	W	W
Metzenbaum (D)	W	W
OKLAHOMA		
Nickles (R)	W	W
Boren (D)	W	W
OREGON		
Hatfield (R)	R	W
Packwood (R)	R	R
PENNSYLVANIA		
Heinz (R)	R	R
Specter (R)	R	R
RHODE ISLAND		
Chafee (R)	W	W
Pell (D)	R	R
SOUTH CAROLINA		
Thurmond (R)	W	R
Hollings (D)	W	W
SOUTH DAKOTA		
Abdnor (R)	W	R
Pressler (R)	W	W
TENNESSEE		
Baker (R)	R	W
Sasser (D)	R	R
TEXAS		
Tower (R)	R	R
Bentsen (D)	R	R
UTAH		
Garn (R)	R	R
Hatch (R)	R	R
VERMONT		
Stafford (R)	R	R
Leahy (D)	W	W
VIRGINIA		
Trible (R)	W	W
Warner (R)	W	W
WASHINGTON		
Evans (R)	R	R
Gorton (R)	R	R
WEST VIRGINIA		
Byrd (D)	W	W
Randolph (D)	W	W
WISCONSIN		
Kasten (R)	R	R
Proxmire (D)	W	W
WYOMING		
Simpson (R)	R	R
Wallop (R)	W	R

Grain Millers hit dust standard option

Minneapolis — The Occupational Safety & Health Administration's proposed standard for grain handling facilities, aimed primarily at preventing the often fatal grain dust explosions, is "so vague and unenforceable that many in our ranks feel it will be more dangerous than no standard at all," Grain Millers President Robert Willis testified at an OSHA regional hearing here.

Willis scored the agency's proposal for allowing employer options on the methods of reducing grain dust. He stressed that only the provision setting a limit of one-eighth inch on surface grain dust as an action level will provide the necessary "measure of safety" needed for the industry. "This is a true performance approach."

The union president noted, however, that the AFGM prefers that OSHA's final standard use the 1/64th-of-an-inch target level recommended by the National Academy of Sciences.

The OSHA proposal allows the industry the option of sweeping the facility once per shift to control dust accumulation. Willis charged that this option "gives license for all our facilities to turn off their dust control systems and simply sweep." He noted that this is by far the least costly alternative and "thus, probably the option of choice for most facilities," but he stressed that it will not prevent explosions and is "a dangerous choice."

The third proposed option is for installing highly efficient dust control systems. "We consider (this to be) 'pie in the sky,'" Willis said. "The costs of such a system will undoubtedly make this the least attractive alternative."

Vagueness cited

He charged that the three options are so vague that even the industry is unsure of what is required. Some smaller facilities have testified that they thought OSHA wanted engineering controls and additional sweeping, he noted. Those facilities had indicated their costs could reach $100,000 for equipment and housekeeping help.

AFGM Sec.-Treas. Larry R. Jackson noted at the Minneapolis hearing that the union represents some 25,000 workers in the grain handling industry.

"We want a safe working place for our members and for the employees of other grain facilities throughout this country," Jackson said. "Without a specific standard for the grain industry, we will face the agonizing results that we have had in the past when an explosion has taken place."

At another regional hearing in Kansas City, AFGM Vice President Howard Roe pointed out that six workers had died and 55 were injured in the past six years in grain explosions just within a 50-mile radius of the hearing site.

He charged that the OSHA proposal "was unfortunately gutted by the White House this (past) Christmas, rendering it ineffective." It was pressure by the Office of Management & Budget that led OSHA to give employers the cheap alternative of sweeping instead of installing effective dust control systems.

Both Willis and Roe stressed AFGM's support of the testimony given recently in Washington by the AFL-CIO Food & Allied Service Trades Dept.

Merck strike fights demand for givebacks

About 4,000 members of three unions are on strike against Merck & Co. over management demands for a wage freeze, a two-tier pay structure and health insurance benefit cutbacks.

On strike are nearly 3,000 members of the Oil, Chemical & Atomic Workers at plants in Rahway, N.J., and West Point and Danville, Pa. The Chemical Workers have 400 members out at Elkton, Va., and 250 at Albany, Ga., while the Clothing & Textile Workers have 70 members on the picket line in Elkton, Va., and 120 at the South San Francisco, Calif., plant.

Merck & Co. is a leading, multinational pharmaceutical and chemical manufacturing firm with two dozen U.S. plants. It ranked 124th on the Fortune 500 list of industrial companies, and 35th in net profits and 7th in the net profits-to-sales ratio.

Two-tier pay demand

On May 4, the company locked out 940 OCAW members at its Rahway plant after the firm's final offer was rejected. A month later, the remaining workers went on strike after the company began implementing the rejected bargaining proposals.

The company held firm to its demands for a two-tier wage structure, denying new hires the $3.18 per hour cost of living adjustment that had accrued over the past few years. The unions' offer to phase the COLA back into the scale for new hires over three years was rejected by Merck.

The company had after-tax profits of $450 million in 1983, yet it offered its union workers a three-year package with a wage and COLA freeze in the first year and an annual increase of 25 cents an hour with COLA capped at 15 cents for the remaining two years.

The firm also proposed to boost the workers' medical insurance deductibles from $150 to $400 for family coverage and from $50 to $200 for single workers.

Bargaining for a nationwide master agreement is being coordinated through the AFL-CIO Industrial Union Dept.

At news conference announcing new drive to organize air traffic controllers are AFGE President Kenneth Blaylock, left, and ALPA President Henry Duffy.

AFGE gears up to organize nation's air traffic controllers

The Government Employees launched a new organizing drive to represent the nation's air traffic controllers with the backing of the Air Line Pilots.

AFGE President Kenneth T. Blaylock said the union formed its new American Air Traffic Controllers' Council (AATC) in response to concerns expressed by air traffic controllers around the country over air safety, working conditions and continuing problems with management.

At a news conference to announce formation of the AATC, Blaylock said that AFGE "has the capability and the experience to effectively represent air traffic controllers in the workplace and on Capitol Hill." The nation's 13,500 controllers are employees of the Federal Aviation Administration.

Blaylock also told reporters that AFGE's organizing drive has the full endorsement of the Air Line Pilots, and ALPA has agreed to assist in the effort.

With the pilots' help, Blaylock said, "we seek to create a union that will open up a dialogue among the FAA, the controllers, the aviation industry, the pilots, academia, and the flying public."

Through cooperative efforts, the air traffic controllers' union will be able to deal effectively with public safety, controller training, economic and personnel relations problems "that now threaten the future growth of U.S. aviation," Blaylock said.

A single voice

ALPA President Henry A. Duffy said at the news conference that the pilots' union agreed to cooperate with the AFGE unit because "we earnestly believe that the controller needs a single, national organizational voice to correct the present problems of fatiguing work schedules, inexperienced work force, harmful human relations and outmoded equipment."

Duffy said the Pilots expect to work closely with the AFGE on the safety issues and in fostering "the type of environment that would encourage the FAA, the controllers and the pilots to work in harmony regarding air traffic control issues."

AFGE has filed petitions to represent controllers in New York, Atlanta, Atlantic City, N.J., and Hartford, Conn. Elections will be supervised by the Federal Labor Relations Administration when scheduled.

Blaylock said AFGE also has active organizing programs in operation in a number of other centers across the country, and that the response from controllers has been enthusiastic.

Working controllers from those centers who joined the two union presidents at the news conference pointed out that while the control system is operating safely now, controllers are being pushed to their limits because of under-staffing that means long hours and stress-creating working conditions for them.

Air traffic controllers need "one voice" to speak for them on those issues and on economic concerns, the controllers said.

AFGE's organizing drive is the first national effort to organize working controllers since President Reagan fired some 11,500 striking members of the Professional Air Traffic Controllers Organization (PATCO) in 1981.

Germans win shorter week breakthrough

Bonn, West Germany — Members of I. G. Metall, the West German metalworkers' union, won a key breakthrough in their efforts to establish a shorter workweek and ended a seven-week strike that shut down the nation's auto industry.

In a compromise settlement worked out with the help of an arbitrator, representatives of the 2.6 million-member union and Germany's metalworking industry employers agreed to an average 90-minute reduction in the workweek coupled with a package of pay raises.

I. G. Metall had sought a 35-hour workweek as a means of providing both security for existing jobs and of cutting the high rate of unemployment.

The settlement provides for an average reduction in the workweek from 40 hours to 38½ hours beginning Apr. 1, 1985. Workers will get an immediate pay raise of 3.3 percent and an additional 2.2 percent next April. The pact on reduced hours runs to Oct. 1, 1986.

Company-by-company

Union representatives agreed to a system of company-by-company negotiations over actual length of the workweek which must average 38½ hours per week over two-month periods, according to a formula worked out by the negotiators. The local negotiations provision differs from I. G. Metall's past practice of bargaining industry-wide conditions.

Hans Mayr, the union's president, stressed that I. G. Metall, "has kicked open the door to the 35-hour workweek" sought by virtually all West German unions.

As union members began voting on the settlement, expected to pass by wide margins, workers began returning to their jobs in the automobile manufacturing and auto parts industries. The approval of 25 percent of the members is needed to ratify the agreement.

Some 450,000 workers were off the job during the dispute, including 50,000 who struck May 14, and about 100,000 locked out by their employers. The remainder were laid off by employers who said they could not get parts needed to operate.

In the wake of the settlement won by I. G. Metall, agreements that include the comparable reductions in work hours have been won by the West German transport workers and woodworkers. The settlements are expected to affect negotiations in the printing trades as well.

Senate votes to retain funds for democracy endowment

The Senate insisted on continued funding for the National Endowment for Democracy, setting the stage for a House-Senate conference on the future of a unique experiment in private-sector initiatives to encourage democratic institutions throughout the world.

The endowment launched last year with bipartisan support, funds the AFL-CIO's Free Trade Union Institute as well as people-to-people programs operated by the Chamber of Commerce and both the Democratic and Republican Parties.

A House vote deleting all funding for the endowment from an appropriations bill set the stage for a Senate battle that found Democrats and Republicans, liberals and conservatives, on both sides of the issue.

Amendments defeated

Two amendments that would have killed off the program were beaten by 51-42 and 49-44 votes. **(Rollcall on Page 2.)** The Senate did, however, delete $10 million that would have gone for programs sponsored by the two political parties. The remaining $21.3 million that will be the subject of negotiations with the House includes the full $13.8 million authorized for the Free Trade Union Institute.

In a letter supporting the appropriation, Legislative Director Ray Denison said the AFL-CIO institute will be using its funds "to assist trade unionists in protecting human and trade union rights."

Denison noted the many requests from worker groups in other countries to help build effective organizations. "We also plan to support trade union exiles trying to preserve an independent voice for those facing suppression inside dictatorial or totalitarian regimes," he wrote. The National Endowment concept, he said, enables non-government groups to help others build democratic institutions.

In other congressional developments before the House and Senate adjourned until July 23:

- Bell System and AT&T employees obtained the pension portability protection sought by their unions, so that service credit earned will not be lost as the result of job transfers from one former AT&T subsidiary to another. The measure was included in the debt reduction bill cleared for the President's signature.
- Congress voted an additional $100 million for summer youth employment, as part of a supplemental appropriations bill that had been held up by a dispute over funds for Nicaraguan rebels. The bill was passed after the Senate agreed to drop $21 million it had earmarked for the rebels or "contras." The bill also increases funding for the Women, Infants & Children (WIC) food program.
- The House approved a Postal Service appropriations that includes the $801 million in "revenue forgone" subsidiaries to prevent a drastic rise in postage rates for non-profit organizations, including unions and their publications. The actual amount would be somewhat less, because the House voted to cut the entire appropriations bill by 1 percent.
- The House passed a renewal of the Clean Air Act that more than doubles the funding authorization for sewage systems to protect waterways from pollution. The Administration is expected to press the Senate to cut back the cost. The House bill was backed by labor, industry and environmental groups.

High interest rates send housing prices soaring

Continued from Page 1

the economy," and the high rates are not only holding back new home sales, but also sales of existing homes since owners can't find buyers who can qualify for loans.

Interest rates are also a factor in the jump in new home prices, Schechter said. The wide-spread use of so-called adjustable rate mortgages with a "buy-down" to give the buyer a relatively "very low" first-year rate means that builders and other sellers are paying points to lenders for such financing. Those costs are then incorporated into the price of the house, Schechter explained.

Ernesto Galarza dies, early farm union leader

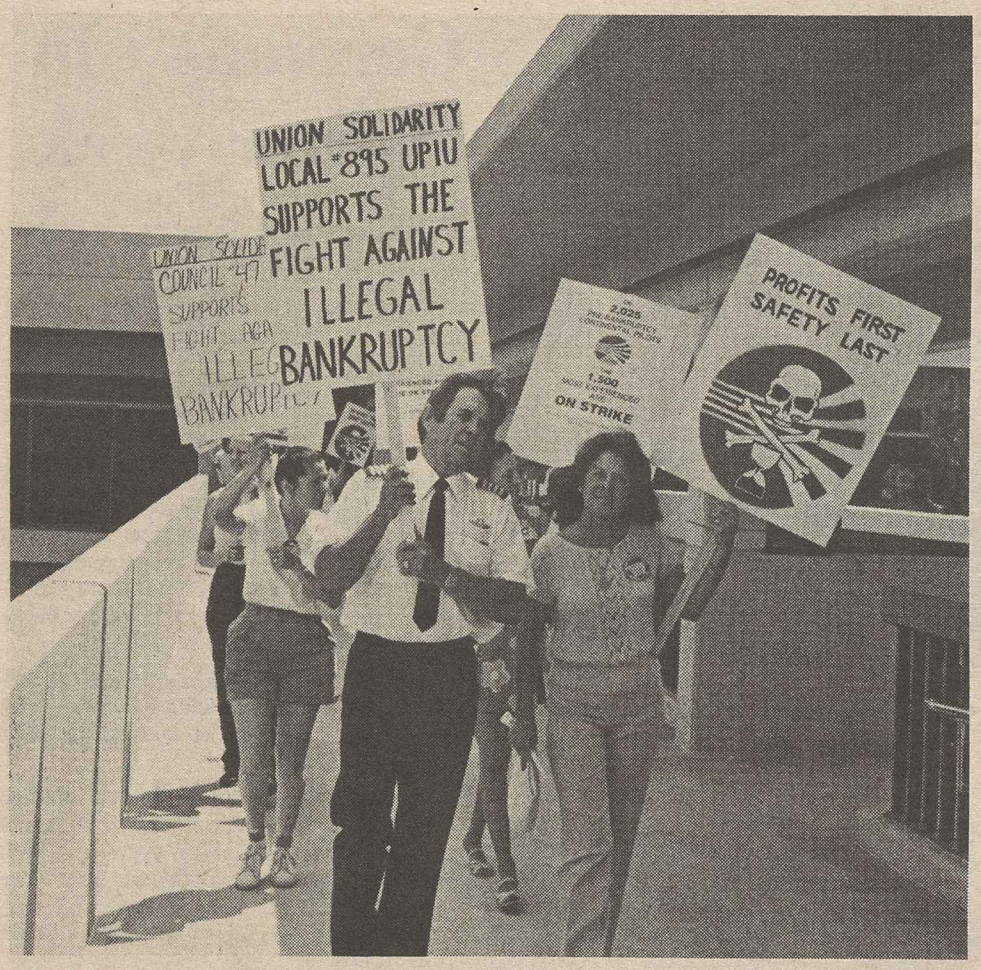
San Jose, Calif.—Ernesto Galarza, longtime union organizer and advocate of the rights of farm workers, died here June 22. He was 78.

Galarza, born in Mexico, worked as a youth on farms, and in canneries and packinghouses in Sacramento, Calif. After graduating from Occidental College, he obtained a master's degree from Stanford University and a doctorate from Columbia University. In 1947, he left teaching to become an organizer, as well as research and education director, for the National Farm Labor Union, a forerunner of the United Farm Workers, and later for the Meat Cutters' agricultural workers' division.

Through his lifetime of organizing in California and across the South, Galarza was an outspoken critic of the abuses of the "bracero" program under which workers were brought across U.S. borders as temporary farm laborers.

In addition to writing a number of books and reports on the bracero program and the struggles of farm workers, Galarza served as a consultant to several government agencies and private foundations, and held professorships at Notre Dame University, the University of California, Santa Cruz, and San Jose State University.

He is survived by his wife, Mae, and two daughters.



Continental protest

Dallas-Ft. Worth area unionists and their families joined striking Continental Airlines pilots, ground crews and flight attendants in a show of solidarity to protest the airline's re-entry into the Dallas-Ft. Worth market with scab labor. The airline filed for bankruptcy protection last August, laid off its 11,000 employees and reopened days later as a scaled-down company. The unionists were bolstered on the picket line by Texas AFL-CIO President Harry Hubbard and a group of state legislators.

Idaho delegates explore ways to ease blow of plant closings

Boise, Idaho—The impact of plant closings on Idaho workers was a major topic at the 26th annual convention of the state AFL-CIO here.

The three-day convention spent one of two workshops discussing the effects of plant closures on workers and communities, how unions can aid displaced workers in finding new jobs and retraining, and on negotiating specific contract language to protect members' rights and ease the harsh impact of a shutdown or relocation.

The workshop panel leading the discussion included Steve Eames, an ex-business agent for the Boilermakers local in Pocatello, which suffered a major plant closure. Eames is now a deputy director of the Idaho Dept. of Labor.

Other panel members were Quint Rahberger, Woodworkers Region III representative; Sam Green of the Rocky Mountain Work Project, and John Cantrell, Dave Duthie and Laurie Watters of the Workers Opportunity Network, a program funded by the Job Partnership Training Act.

At the second workshop, which focused on political action, delegates weighed the results of the court-ordered reapportionment of the state which produced new legislative districts. Attention was also given to the national elections, with an overview of Federal Election Commission regulations.

State AFL-CIO President Jim Kerns joined with Jane Adams of the national COPE staff; Barbara Griffin, state COPE director, and Teresa Raymond and Kelly Parsley of Idaho Frontlash, in presenting the program.

Per capita boosted

In a key convention action, the 138 delegates approved a 5-cent increase in the monthly per capita payment to bring it to 65 cents retroactive to June 1. A special, one-time assessment of $1 for COPE also was approved.

Among other actions the delegates adopted resolutions calling for repeal of the state's 4.5 percent sales tax on food, passage of a state law limiting work shifts in both surface and deep mining to 8 hours, collective bargaining rights for public employees, election of union members to public office, COPE coordination in each county, right-to-know legislation on toxic substances, and more wilderness areas in the state.

Noting a 10-15 year backlog in reforestation projects for the state, delegates urged that Congress fund the projects it has already approved.

The federation awarded the Robert McFarlane Memorial Award for trade union solidarity to the members of the Boise Fire Fighters local.

Former Gov. Cecil Andrus, who served as Secretary of the Interior in the Carter Administration, told delegates the nation is going through a period that is comparable only to the Depression.

Andrus urged the delegates to work for Walter Mondale's campaign for the presidency and to see that labor "gets friends elected to the state legislature."

Commission of Inquiry

ILO panel on Poland scores denial of rights

Geneva — An independent Commission of Inquiry has charged the government of Poland with denying workers their basic rights and called for an end to suppression of the free trade union movement and its leaders.

The three-member commission, in a report to the International Labor Organization, found that the Polish government interfered with workers' freedom of association, in violation of ILO Convention No. 87, and their freedom to organize and bargain collectively, as spelled out in ILO Convention No. 98.

The complaint against the Polish government was initiated by the worker delegates from France and Norway, and the Commission of Inquiry was established by the ILO Governing Body in June 1983.

U.S. Worker Delegate Irving Brown hailed the commission's findings and recommendations. Brown, who is director of the AFL-CIO Dept. of International Affairs, said "the issue of Poland remains alive at least in one institution of the United Nations family, namely the tripartite organization of the ILO."

Cooperation refused

From the initiation of the inquiry, the Polish government has refused to cooperate, calling the commission's activities an "interference in Poland's internal affairs." It has also boycotted all ILO meetings since the investigation began.

Deploring this refusal to cooperate, the commission said it had considered information either officially published or supplied to other ILO bodies, as well as testimony from representatives of other worldwide labor organizations and only from witnesses who were not resident in Poland.

The commission is the sixth such panel set up by the ILO in its 65-year history, but the first to encounter a total refusal to cooperate by the country subject to investigation.

The commission was headed by Prof. Nicolas Valticos of Greece, a former Assistant Director-General of the ILO, member of the Permanent Court of Arbitration and Secretary General of the Institute of International Law. The other two members were Andres Aguilar of Venezuela, a member of the United Nations Human Rights Committee, and Jean-François Aubert of Switzerland, professor of constitutional law at the University of Neuchatel.

Key among the commission's recommendations was that there should be "the initiation of free and unprejudiced exchanges of view between the public authorities and the representatives of free trade union trends that have arisen at various rates in the country in recent years, with a view to restoring the harmony and agreement necessary for the resumption of trade union activity based on the standards of the ILO Conventions."

That recommendation noted that such harmony would be beneficial to the trade union situation and essential "to an effective recovery of economic activity and a normalization of the general conditions of life in the country."

Grave steps

The commission pointed out that the Polish government's suspension and dissolution of existing trade unions, beginning in December 1981, were "steps of an exceptional gravity having no common measure with the occasional excesses that may have occurred. . . ." The government had justified its actions as necessary to avert a civil war, alleging that the leaders of the Solidarnosc trade union movement had directed the organization to political action.

The commission said that while some of the founding proposals of Solidarnosc did embody political ideas, most "concerned economic policies, the protection of labor, social policy, the defense of certain civil liberties essential to trade union activities . . . all of which were questions falling within the normal activities of a workers' organization . . . particularly in countries where the State is the principal employer."

In other recommendations, the commission called on the Polish government to stop jailing trade union leaders and to end the detention of workers sentenced for union activities "such as participation in strikes or demonstrations or the distribution of publications."

Violent deaths

The establishment of independent, impartial inquiries into the "violent" deaths of workers was recommended in order to establish the facts and punish the guilty. The commission concluded that "not only trade union rights, but also rights connected with life and security of persons were violated in Poland while martial law was in force." Its report noted "the number of persons whose deaths can be attributed to the (government's) security forces comes to over 60."

Enactment of new legislation by the Polish government was urged to ensure "the clear and full recognition of rights established by Conventions No. 87 and 98." Those include the right to form trade unions, freedom of association, the right to bargain collectively, and the right to organize and strike.

The Commission noted that the banned union, Solidarnosc, continues to function in Poland, despite the establishment of a number of so-called legal unions registered with the state. A large number of workers still have confidence in Solidarnosc "and even belong to it, despite the difficulties and risks to which participation in a dissolved organization gives rise," the report noted.

Rights thwarted

This, coupled with the joint statement of support for free trade unions by the leaders of all the national unions that existed prior to the imposition of martial law, "suggests that part of the working population does not identify itself with the new trade union structure" imposed by the Polish authorities, the panel found. It said the present situation does not offer workers the possibility of joining organizations of their own choosing, as required under ILO Convention No. 87.

The report and its recommendations were sent to the Polish government which has three months in which to respond. The next stage will be the meeting of the Committee of Experts in March 1985 where consideration will be given to the Polish government's response or lack of response.

UAW aerospace settlement wins major gains for 16,000

The Auto Workers ratified a new three-year agreement with the Aerospace Group of Rockwell International Corp. which "effectively halts—and reverses—a recent pattern of corporate attacks on the traditional wage progression and seniority structures covering aerospace workers," UAW Sec.-Treas. Ray Majerus announced.

The integrity of the single-wage structure at Rockwell is maintained, Majerus said. He noted that the package was ratified on July 1 with an 88 percent approval vote. The contract covers some 16,000 workers in plants in California, Ohio and Oklahoma.

Majerus called the contract's provision on health care "innovative," stressing it "heads us in the right direction toward making hospitals, doctors and other health care providers more accountable and responsible for the prices and fees they charge."

The comprehensive health care program offers active and retired UAW-Rockwell members the opportunity to choose from among three methods of health care delivery and services. The options are health maintenance organizations (HMO), preferred provider organizations (PPO) and traditional coverage with 90 percent paid by insurance. Previously, insurance covered 100 percent of claims. Second opinions on surgery will also be required.

The contract provides for lump-sum payments in August of 1984 and 1985 equal to 3 percent of the previous year's earnings. There will be a 3-percent increase in the base wage on July 5, 1986. Full cost-of-living protection will continue throughout the contract, Majerus said.

Basic pension benefits will increase more than 26 percent over the term of the agreement, rising from $15 per month per year of service to $17 on Oct. 1, 1984, and to $19 on Oct. 1, 1986.

Lump sum payments of $200 will be made to current retirees in July 1984 and in February of 1986 and 1987.

Three additional holidays were negotiated, assuring continuation of unbroken, paid Christmas through New Year's holiday shutdowns, and a four-day July 4 weekend is guaranteed for 1985.

The new agreement covers members of UAW locals in Los Angeles and Santa Susana, Calif., Tulsa and McAlester, Okla., and Columbus, Ohio.

Drop in index confirms sag in recovery

The nation's economy lost steam in May with the government's index of leading economic indicators showing a decline for the first time since late 1982.

The Commerce Dept. said its index of leading indicators—the government's yardstick for predicting the future growth of the economy — went down one-tenth of one percent in May, the first drop since August 1982. A decline of 1.1 percent in March was later revised upward to a gain of two-tenths of a percent, and a slight drop last November was revised to a change after additional indicators became available.

In other measures, while new orders for manufactured goods and non-residential construction spending were up in May, residential construction continued its downward trend, and new home sales, stymied by rising mortgage interest rates, plunged 4.4 percent.

It was the third consecutive monthly decline in new home sales.

The Commerce Dept. reported that six of the 10 leading indicators available in May contributed to the dip in the index. They were led by a decline in the average manufacturing workweek of half an hour.

Other negatives were in the number of new businesses formed, the prices of raw materials, the number of building permits issued, poor performance in 500 common stock prices, and a slowdown in supplier deliveries to companies.

Positive indicators included a decline in the weekly average of initial unemployment insurance claims, the size of the nation's money supply, new orders for consumer goods and new orders for plant and equipment.

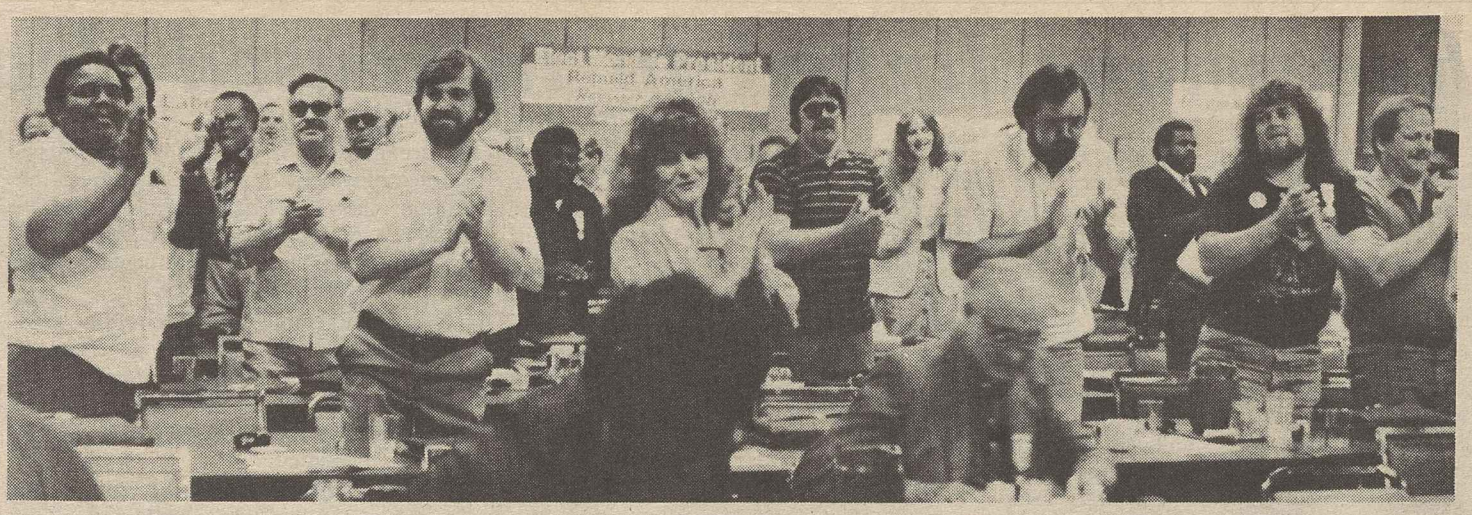
Slower pace

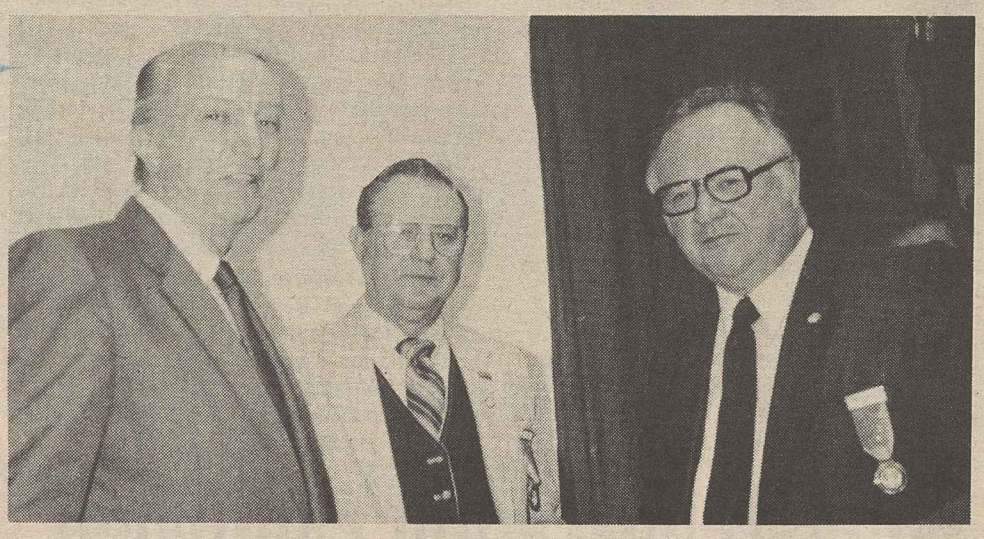
Over the past six months, the Commerce Dept. said, the leading indicators index has averaged a gain of about five-tenths of 1 percent compared to an average increase of nine-tenths of a percent in the previous six months.

The Commerce Dept. reported that new orders for manufactured goods went up 1.9 percent in May after a 3.4 percent plunge in April.

In a separate index, the department said construction spending rose 1.8 percent in May after dropping 1.5 percent the previous month.

Gains in construction were in non-residential building, up 6.3 percent over the month, while home-building construction dropped six-tenths of one percent after a 5.2 percent skid in April.





Delegates to Furniture Workers' convention in Chicago applaud action to bolster the union's organizing effort. The delegates also planned an active role for the UFWA in this year's elections. At right, AFL-CIO Sec.-Treas. Thomas R. Donahue is greeted by UFWA President Carl Scarbrough, center, and Sec.-Treas. Lowell Daily, both of whom were re-elected. Donahue told convention delegates of the need for trade unionists to work for the election of Walter Mondale as President and put an end to an Administration dedicated to government "by, of and for the rich."

Organizing, election goals stressed at Furniture Workers' convention

Chicago, Ill.—Political action and organizing were the dominant topics of the Furniture Workers' 22nd constitutional convention here. Some 200 delegates and alternates adopted a program aimed at developing membership growth and mobilizing members for the Nov. 6 election.

The convention was remarkable for the strong sense of unity among the delegates regarding UFWA's goals and programs. That was reflected in the overwhelming vote in favor of a $3 dues increase, with $1.50 to go as a per capita increase to the international union to be used for an expanded organizing program. The increase was recommended unanimously by a special committee set up to study the union's financial situation.

Delegate after delegate rose to underscore the need for the funds to continue organizing, to fight the union-busters, and to strengthen the international union.

"Ronald Reagan would like nothing better than for us to have discussions about how we won't support our international union," said Booker McCollum of Local 140 in New York, a retiring executive board member.

Hazel Kepler, representing Local 155 from South Bend, Ind., endorsed the per capita increase and challenged other delegates to invite non-union workers into their homes to discuss the importance of organizing, as she has been doing in her own local.

The delegates voted unanimously to re-elect President Carl Scarbrough and Sec.-Treas. Lowell Daily to their fourth terms. The four international vice presidents also were re-elected.

President's report

In his report to the convention, Scarbrough had pointed out that the delegates would be called upon to make decisions that might determine the survival of the union. As the meeting ended, he praised the unity, dedication, and determination displayed by the delegates as "the best guarantee we could have that our union—and the entire labor movement—will prevail. I'm confident that we'll unseat Ronald Reagan and set our nation on a new course in November."

Scarbrough pointed out that one remarkable aspect of the convention was the unusually high proportion—about 60 percent—of first-time delegates. For these delegates—many of them from small local unions in remote areas—the convention provided a rare opportunity to hear speakers from the labor and civil-rights movements. It gave them a sense of the scope of the international union and the wide range of issues that concern it.

Convention speakers described the damage the Reagan Administration has done to the economy and the American labor movement. Yet a spirit of optimism pervaded all the speeches.

"I have never seen the degree of solidarity and unity that now exists in our labor movement," said AFL-CIO Sec.-Treas. Thomas R. Donahue. "Maybe we do best in adversity." Donahue told delegates that "Fritz Mondale is eminently electable—and Ronald Reagan is eminently beatable."

UAW President Owen Bieber pointed out that the corporations couldn't get away with their attacks on labor "if we had a full-employment economy in this country. The only way we'll achieve that, is to get rid of Ronald Reagan."

"The gender gap is real, and it is getting wider," said Joyce Miller, president of the Coalition of Labor Union Women (CLUW) and head of "Working Women for '84." Miller told the delegates that "women are the chief victims of Reagan's economic policies. Women understand that fact, they resent it, and they're going to do something about it in November."

Female factor

Women delegates to the convention met with Miller after her speech to discuss how they can involve more UFWA women in the campaign to elect Mondale.

The delegates passed a wide range of resolutions, including measures pledging full support of UFWA members involved in six different strikes.

Members of Local 800 have been on strike at R-Way, in Sheboygan, Wis., since January 12. Local 282 has been striking two Memphis motels for about the same length of time. Local 21108 is fighting union-busting efforts by the M. P. Moller organ company in Hagerstown, Md., and members of Local 136 have been fighting to save their union at Staco/Chase, in Poultney, Vt., for the last month. And the strike by members of Local 334/236 against Indiana Desk, in Jasper, Ind., is in its 28th month.

Shoe import curbs sought in Senate

Unions representing shoe workers joined industry leaders in urging Senate action to limit shoe imports to 400 million pairs a year — roughly 50 percent of the domestic market.

A bill introduced by Sen. William Cohen (R-Me.), "will give the industry what it deserved" under the 1974 Trade Act and what the International Trade Commission was unwilling to give it, the union-industry coalition said.

Cohen introduced his measure on June 6, the very day that the ITC denied a petition of Clothing & Textile Workers, the Food & Commercial Workers and the footwear industry requesting import relief. In its unanimous ruling, the commission held that the industry had "adjusted" to greater foreign penetration of the domestic market. Imports now account for 69 percent of the market, up from 50 percent three years ago.

Arthur Gundersheim, assistant to the ACTWU president, expressed the union's outrage at the assertions by one ITC commissioner who had claimed that wages in the industry had risen 35 percent in the past five years.

In testimony before the Senate International Trade Subcommittee, Gundersheim pointed out that wages increased from $4.09 hourly to $5.27, a rise of 29 percent, not 35 percent. He stressed, too, that inflation had outstripped that increase as the cost of living went up 37 percent, "so that in fact shoe workers' real wages declined substantially."

Richard Shomaker, president of the Brown Shoe Co. in St. Louis, charged that the ITC had misapplied the Trade Act provisions. He said the statute envisions preservation of the domestic industry and employment, not the preservation of profits. The ITC found that despite the shrinkage of the American shoe industry, the surviving firms were profitable.

Faulty reasoning

Thus, Shomaker noted, the commission was saying that no amount of decline in domestic production and employment levels mattered so long as the profits for the industry as a whole were within some range judged to be satisfactory.

"That to me is a kick in the teeth to the American shoe worker," the employer spokesman declared.

George Langstaff, president of the Footwear Industries of America, told the subcommittee that "production and employment in the industry are at depression-era levels while imports continue to accelerate sharply, and yet we are told that this industry is a textbook example of how an industry can 'adjust' to import competition."

Langstaff stressed that the ITC had ignored the fact that 66 shoe factories closed in 1982 and 1983 and another 24 have shut down so far this year. He noted there were 148,900 shoe workers in 1979 and just 127,400 in 1983.

Reacting to the ITC claims that workers in the industry are doing well, Langstaff cited government data showing shoe workers' wages have fallen substantially behind wages in other manufacturing industries over the past five years. The ITC suggestion that shoe workers are overpaid is "obscene," he testified before the subcommittee.

Suppliers to the footwear industry also testified on the impact of the ITC decision. Donald Stephens, president of Beatrice Foods' leather division, said, "The ITC's decision has devastating ramifications for the U.S. tanning industry," since some 60 percent of its production goes into domestic footwear.

Robert H. Slosberg, president of Ripley Industries, echoed supplier concerns, saying that "as each factory closes, we have fewer customers, less sales dollars and less capital available for research and development."

Recessions linked to increased deaths, illness

The price the nation is paying for the deep Reagan Recession includes not only financial hardship but also years of poor health, disease and death, according to two studies on economic downturns and health released by a congressional subcommittee.

A study by Dr. M. Harvey Brenner of Johns Hopkins University for a subcommittee of the Joint Economic Committee found that there is a significant increase in illness and the number of deaths in the population from three to five years after unemployment reaches its height during a recession. Brenner studied the link between America's economic and personal health over the period 1950-1980.

Brenner pointed out that the reverse is also true—better economic conditions are linked with lower mortality rates—and he asserted that one of the most important factors in improved health and longer life spans for Americans is "long-term growth in the economy."

A separate study by Jeanne Prial Gordus and Sean P. McAlinden of the University of Michigan, also released by the subcommittee, reached similar conclusions. The researchers found a clear link between high unemployment rates and higher suicide rates, hospitalization for mental disorders, and increased rates of imprisonment along with other social, individual and marital problems.

The study also found evidence of increased physical and mental health problems among spouses of jobless workers—and among those who still had jobs in situations where many other people had been laid off.

Expanded study

Brenner's current research expanded on his 1976 study of the effects of the 1973-74 recession. The newer data, he explained, improve the original results by taking into account the effects of other economic statistics in addition to joblessness — including business failures and changes in personal income. And factors such as increased use of tobacco, alcohol and animal fat over the period were also considered.

Although information from the period of the Reagan Recession is not complete enough for a full analysis of what it did to the nation's health, it is reasonable to assume that the impact will be similar to what happened during the Nixon Administration, Brenner said.

Brenner's report found that an increase in unemployment of 14.3 percent over the term of the '73-74 recession is linked to a 2.3 percent increase in the mortality rate from all causes and a 2.8 percent increase in deaths from heart attacks.

Because unemployment from July 1981 to November 1982 increased at a rate of about 48 percent, the increase in the death rates linked to the most recent recession may also be three or more times greater, Brenner estimated.

Among other results, the study also showed that after the '73-74 recession, deaths from cirrhosis of the liver (associated with heavy alcohol drinking) went up by 1.4 percent, suicides increased by one percent, the population of mental hospitals went up 6 percent as did the total number of arrests.

Brenner pointed out that the hardships caused by hard times can have a long-lasting effect.

Rates for suicide and admission to mental hospitals go up during economic recessions, while the number of deaths from heart attacks peaks three years and again 10 years after the recession ends. The effects of cirrhosis of the liver also are seen about a decade later.

Over the years, the mortality rate in general is at its height two to three years after the end of recessions.

The study also found that the stress brought on by recessions also hurts people who have managed to keep their jobs.

"Lack of promotion, competition among workers, emphasis on high productivity, work overload . . . and an atmosphere of anxiety and tension generate stress nearly equivalent to that resulting from actual loss of employment," Brenner reported.

Family ills

Families can be affected, too, since the decline in the nutrition and the use of medical care during recessions is related to rates for infant mortality and deaths among the chronically ill, the study found.

The University of Michigan study by Gordus and McAlinden noted that while short-term unemployment is not linked to major problems, many negative results are found when rates of joblessness are high and finding a job takes 10 months or more.

Both studies are available from the Publications Dept. of the Joint Economic Committee, SD-GOI, Washington, D.C. 20510.

Voter registration campaign to enlist army of volunteers

Continued from Page 1

A. Georgine of the AFL-CIO Building & Construction Trades Dept. said his soundings show "very little support" for Reagan among the building crafts. "He'll certainly get less than what they said he got last time."

The paucity of support for Reagan policies was reflected also at hearings by the Republican National Committee's Labor Advisory Council. Union leaders who had supported Reagan four years ago were among those criticizing his Administration's policies.

In response to questions about the AFL-CIO's commitment to the Mondale candidacy, Perkins said labor "went into the campaign united and we've come out of the campaign even more united."

The candidate labor supported is in line for the presidential nomination. And labor's political organization has been tuned up by the involvement in the primaries and caucuses, Perkins observed.

At last count, Perkins said, 573 delegates and 179 alternates scheduled to attend the Democratic National Convention have AFL-CIO ties—all but a handful committed to Mondale. That's the most ever, he said.

Mondale's choice

Perkins stressed in response to questions that the AFL-CIO does not plan to endorse a candidate for the vice presidential nomination because that's a decision that Mondale, as the presidential candidate, will make. If there were any floor fight, "we would obviously urge our labor delegates to support Mr. Mondale's preference," he said.

Perkins was optimistic about Democratic gains in the Republican-controlled Senate, even in states where Reagan is expected to run well.

"I don't see any shirt-tails on Ronald Reagan. He's not going to bring anybody with him," Perkins predicted.

He is especially hopeful, Perkins told reporters, of Democratic victories in Senate contests in North Carolina, Tennessee, Iowa, Mississippi and Texas—with possibilities of pickups elsewhere.

Perkins said Mondale can strengthen his campaign by choosing a vice presidential running mate who is qualified to serve as President and at the same time brings to the campaign "a national constituency" that would add to Mondale's own strength.

He considers the fairness issue a winning one, Perkins said, and he sees Reagan hurt by the "sleaze factor," as exemplified by his action in bringing Ann Burford, the discredited former Environmental Protection Agency administrator, back into government.

Mondale's candidacy would be especially helped by getting President Reagan into debates, Perkins suggested. They would be likely to reveal the shallowness of President Reagan's grasp of issues that "most of us in Washington are aware of."

While he doesn't foresee "a lot of fights" at the Democratic convention and expects the party to be united behind Mondale, "it wouldn't be a Democratic convention if there wasn't something" about which to disagree, Perkins observed.

Every little bit

The National Right to Work Committee says it spent more than $100,000 to hire private detectives to infiltrate labor's political operations, and COPE Director John Perkins is grateful.

While the hired spies were looking for violations of federal election laws, they presumably "made phone calls and licked stamps" to fit in with their cover identities as volunteers, he noted.

COPE welcomes all the help it can get, Perkins told reporters.

Per capita payment by affiliates goes up

The monthly per capita tax paid by AFL-CIO affiliates goes up two cents, from 27 cents to 29 cents, effective with the payment for July.

The increase is the first in a two-step plan adopted by the federation's 1983 convention last October. Per capita payments will rise by an additional two cents effective with the July 1985 payment.

In addition to the regular per capita payments, affiliates will pay a special one-time assessment of 10 cents per member.

Four cents of this will be payable with the normal July per capita, four cents with the August per capita, and two cents with the September per capita.

The assessment was voted by the AFL-CIO Executive Council at its May meeting to finance programs of the Labor Institute of Public Affairs dealing with issues of major concern to organized labor.

Unions score GM pre-bargaining bid as 'brainwashing'

Detroit—The Auto Workers and the Electronics Workers scored the General Motors Corp. for blatant pre-bargaining attempts at "brainwashing" GM employees and the public on the issue of wages and other compensation.

Responding to a GM press release claiming that the company's hourly labor costs rose from $19.80 in 1981 to $22.40 in 1984, the UAW said:

"It is with ill grace indeed that GM points the finger at UAW members' wage and benefit gains over the last two years after each UAW-GM worker forked over thousands of dollars in concessions since early 1982."

Recall suggested

The IUE's GM Conference Board labeled a company letter sent to the union's members "an exercise in brainwashing containing so many defects that it ought to be recalled immediately."

The UAW charged in a statement that GM's release "tells only a small part of the story."

The union stressed that UAW workers at GM don't earn $22.40. Assembly workers at GM plants are paid $12.67 an hour, including cost-of-living adjustments, it said.

The union also stressed that the rise in worker compensation must be considered in relation to unit cost and productivity, which has risen substantially.

"As GM's record profits per vehicle would suggest, productivity gains in the past several years have far outstripped the modest rise in labor costs," the Auto Workers said.

The IUE, which represents about 24,000 workers at GM, said the company's letter to its members was "blatant propaganda," condemning it as much for what it omitted as for what it contained.

Double standard

The IUE noted that "GM talks about the importance of its ability to compete against foreign manufacturers, but says nothing about its eager partnership with Japanese auto makers and its refusal to seek legislation that would make the competition fair."

The union also observed that while the company "bemoans rising health care costs," it fails to press for legislation to hold down costs and instead hopes to pass the costs on to its workers.

"The biggest defect of the letter, however, is that it says nothing about the preposterous bonuses given executives as their reward for the great profit year of 1983 that GM hourly workers made possible," the IUE conference board said.

Surge in health care costs linked to system

The rap for escalating health care costs belongs on a system that encourages unnecessary treatment, galloping inflation in doctors' fees and the growth of profit-hungry conglomerates—not on consumers—the Teachers told a Senate committee.

At hearings on a bill that would shore up the finances of the Medicare system and provide for a nationwide cost containment program, AFT Vice President Candice Owley stressed that only a comprehensive control system covering all providers and payers can bring about "the structural changes necessary to assure Medicare's solvency and to hold down costs over the long term."

Owley, a registered nurse who chairs the AFT's Federation of Nurses & Health Professionals steering committee, told the Senate Labor & Human Resources Committee that the Reagan Administration's strategy to control health care costs through so-called "competition approaches" won't work. Such measures, she said, only serve to shift more costs to consumers and workers and do little to control costs at the source.

The Senate panel held hearings on labor-backed legislation introduced by Sen. Edward M. Kennedy (D-Mass.), and Rep. Richard A. Gephardt (D-Mo.) that would help fund the Medicare program and check rising health care costs by requiring states to implement their own effective cost containment plans based on federal standards.

Hardest hit

Owley pointed out that the primary victims of the increase in health care prices—now costing the economy $1 billion a day—are working people, families on fixed incomes, health care employees, retirees and the unemployed.

She cited a survey of both public and private employers that showed that with the near doubling of health insurance costs from 1977-83, employers proposing "cost containment" plans at the bargaining table most often asked for increased employee-paid deductibles, higher employee contributions toward premiums, higher employee co-payments and limitations of some types of coverage.

Yet the causes of health care inflation are not "over-indulging consumers nor over-paid nurses and health care workers," Owley said.

She said the Kennedy-Gephardt bill offers "a comprehensive, fair and effective alternative" to the current health care financing system.

By including all providers and payers in the program, expenditures can be controlled while the "unfair shifting of costs" to consumers can be prevented, she concluded.

EDITORIALS

But Which Face?

VISITORS TO the Black Hills of South Dakota can see high on Mount Rushmore the famous granite carvings of the faces of George Washington, Thomas Jefferson, Abraham Lincoln and Theodore Roosevelt. It's an impressive sight, especially when illuminated at night.

The chairman of the Republican National Committee, Frank Fahrenkopf, Jr., stopped to admire the Mount Rushmore National Memorial on his way to the South Dakota Republican state convention the other day.

It seemed to him something was lacking. Then inspiration struck and he could hardly wait to share his thought with the convention delegates.

Wouldn't it be great if Ronald Reagan were to be the fifth president honored with a Mount Rushmore sculpture. "I can't think of any President more deserving," Mr. Fahrenkopf said. And with a straight face, too.

Louder than Words

THE SAME Mr. Fahrenkopf who proposes to immortalize President Reagan on the mountaintop took a more restrained approach in remarks opening hearings held by the Republican National Committee's Labor Advisory Council.

Holding out an olive branch of sorts, the Republican chairman said he is "very, very serious about mending the communications gap" that he believes exists between organized labor and the Republican Party.

Both the GOP and unions "suffer" from the estrangement, he suggested.

But is the trouble truly one of communications?

It seems to us that the Reagan Administration has communicated its views very effectively to workers and their unions.

The message it has sent is that this Administration is tilted strongly against unions.

Enforcement of federal labor law has been entrusted to management attorneys, to persons who have questioned the very premise of collective bargaining, and to staff officials from the notoriously anti-union National Right to Work Committee.

The government department set up to advance the interests of workers has sought to destroy through regulatory changes the basic worker protection laws including the wage-hour law and the Davis-Bacon prevailing wage law. Hard-won occupational health and safety standards have been rolled back or held up because they are not "cost-effective" for employers.

WHILE THE federal deficit has skyrocketed because of enormous tax favoritism to the wealthy, millions of Americans were thrown out of work by economic policies advanced as an antidote to inflation. But for Americans priced out of the ability to buy a home by the high interest costs, inflation is very much with us.

No, indeed, the problem isn't lack of communication. President Reagan, the Great Communicator, has told us where he stands by the actions he has taken during his term in office.

We've gotten his message—loud and clear.

Nor is there any lack of communication with those Republicans—regrettably, so few—who in Congress have supported many of the goals to which the trade union movement is committed.

The AFL-CIO has never had any special problem communicating with Republicans such as Pennsylvania's Sen. John Heinz, who ironically heads the Labor Advisory Council. He is aware of the concerns of the trade union movement and responded well enough to obtain substantial labor endorsements when he last ran for election.

President Reagan's problem is performance, not communication.

Washington Window

Union activist pays price for labor law's failures

By Press Associates, Inc.

Dennis Nelson told a House panel that he was fired from his job at a meat packing plant in Grand Island, Neb., because "I stood up for what I believed in."

Nelson, 31, explained that he had been an active supporter of an organizing effort by the Food & Commercial Workers. He said he had "a perfect work record" during the three years before his firing despite concentrated harassment from management.

Nelson was among more than a dozen others—labor officials, academics and workers—who testified before a House subcommittee inquiry into the question: "Has Labor Law Failed?"

Nelson said that for him and the organizing campaign he fought for, the National Labor Relations Act has failed. He said the consequences for him and the 1,200 workers at the meat packing plant have been grim.

Nelson still can't find a job in his home town. He's been "blacklisted" by other employers, he said. His unemployment compensation has run out and he's about to lose his home.

But Nelson still worries about his former coworkers who, he said, "really need a union." He said, "People are fired for getting sick or injured."

No protection

"Recently, one of the overhead rails broke and a whole beef, weighing about 1,500 pounds, fell on one of the workers. He is crippled now and has to shuffle when he walks," Nelson continued. "Although he's supposed to be on light duty, Monfort (the company) is pushing him hard, hassling him to move faster and faster on the slippery floor. They want him out."

Recalling the UFCW organizing campaign, Nelson said that after a long delay, a representation election was held in October 1981.

"The company announced that if we voted for the UFCW, we'd lose the bonus which we receive in December . . . We lost the election," he said.

"I believe that we'd have won the election, even with the bonus threat, if we had had the election in the beginning when the plant opened instead of after two years of delay." He said management held separate pre-election meetings for the active union supporters.

Pressure applied

Nelson recalled how "right before the election, Dick Monfort, the owner's son, came up to me and said that he knew I could influence people. He asked me to tell the workers to vote 'no union.' "

"Particularly after the election, we were harassed to death," said Nelson. "They fired one of our supporters for being out sick for two days.

"One of the very active female UFCW supporters had a daughter in the hospital. The hospital called the plant on an emergency for the mother. The personnel office gave this woman the emergency message, but refused to let her call the hospital for hours until her break. That woman was frantic, crying and upset. There was no reason to treat her that way."

"They were constantly watching me," Nelson continued. "I was the only one on the loading dock who had to get permission from the foreman to go to the rest room. I was the only one whose rest breaks were actually timed with a watch.

"After the election, I just did my job and kept a low profile. They fired me anyway. At the NLRB hearing on my discharge, the superintendent admitted that I was the only employee ever fired with an absolutely clean record."

He said an NLRB hearing on his case and the other unfair labor practice charges concerning the 1981 election wasn't held until early this year. "We're waiting for the decision now. I wonder what winning will mean, because I know the company will appeal again and again. In the meantime, I'm still out of work." he said.

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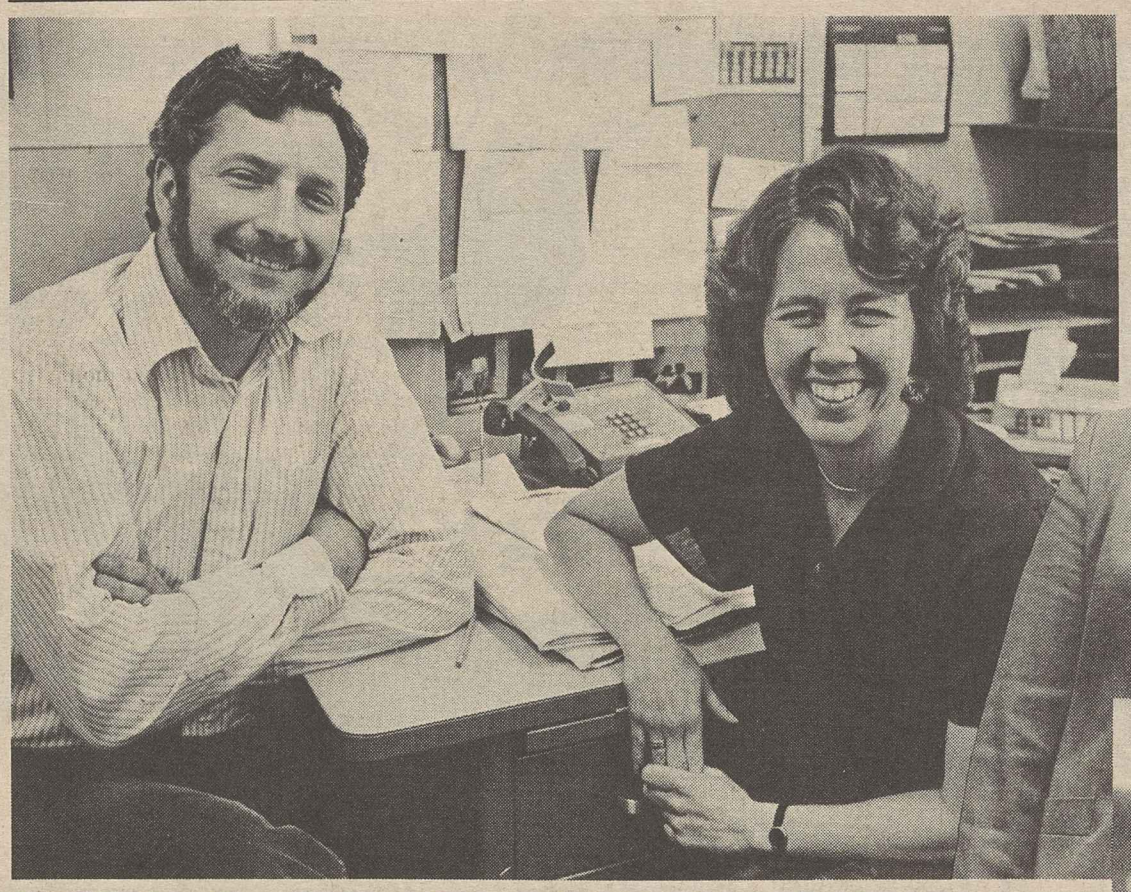
Vincent R. Sombrotto
Marvin J. Boede
Owen Bieber
Frederick O'Neal
Glenn E. Watts
Angelo Fosco
Lloyd McBride *
Wm. W. Winpisinger
Wayne E. Glenn
John J. Sweeney
Barbara Hutchinson
Gerald W. McEntee
Patrick J. Campbell
John T. Joyce

* deceased



AFSCME Shop Steward Cheryl Hunter and Carpenters' member Larry Hill of Springfield, Ore., will honeymoon as delegates to the convention.

USWA Local 3008 President Josephine Brooks, Gary, Ind., left, and IAM Local 733 member Patricia Lehman, Wichita, Kans., above at left with Mrs. Mondale, will attend the Democratic convention as delegates. SEIU Local 200 executive board member Gloria Brown, Syracuse, N.Y., above left, served on the Democratic National Committee platform committee.

At Democratic Convention

Union delegates reflect labor's infinite variety

When the first gavel opens the Democratic National Convention in San Francisco July 16, among the more than 5,200 delegates and alternates will be a record number of AFL-CIO union members, virtually all pledged to help Walter F. Mondale win the party's nomination to take on President Reagan in the November election.

AFL-CIO Director John Perkins told reporters at a July 5 briefing that a preliminary count showed more than 750 AFL-CIO union members slated to attend the convention as delegates or alternates, Perkins said the total is likely to go higher once all states complete the delegate selection process.

He pointed out that this year's delegate tally is nearly double the number of AFL-CIO members credentialed at any of the last four Democratic conventions.

The AFL-CIO convention's endorsement of Mondale for the Democratic presidential bid last October was the first time the federation had officially endorsed a candidate before the primaries. It launched a nationwide Mondale drive by union members in state primaries and caucuses.

A common spirit

It was that organizing effort that produced the record number of AFL-CIO participants in this year's convention. All the labor delegates—while they come from the broadest spectrum of jobs, trades and backgrounds—share a common spirit of active participation in their local unions, in their communities and in political action on the local, state and national levels.

The majority of the AFL-CIO contingent consists of local union rank-and-file members. Many are officers or serve on COPE committees, and many also hold office or actively participate in their city and state central labor bodies.

One indication of how vigorously union members took part in the primaries and caucuses in 1984 is the large percentage of unionists in state delegations. For example, about one-fourth of both the Minnesota and Ohio state delegations is made up of AFL-CIO union members.

Labor's all-out effort for Mondale has also meant that trade unionists are playing key roles on important committees before and during the convention.

For example, Sam Dawson, legislative and education coordinator for Steelworkers District 37, based in Texas, was tapped by the Mondale campaign to serve on the party's platform drafting subcommittee. Ironworkers' President John H. Lyons is a co-chair of the full Platform Committee.

Rose Dunleavy, secretary-treasurer of Machinists District 128 in Scranton, Pa., is among those who will serve on the convention's Rules Committee.

Among other unionists involved in key committee work are Communications Workers Sec.-Treas. Louis B. Knecht, who is a permanent member of the Democratic National Committee's credentials committee, and Marie Higenbottam, a CWA staff representative who is a permanent member of the DNC rules committee.

Getting involved

Gloria Brown, on the executive board of Service Employees Local 200, in Syracuse, N.Y., served on the Platform Committee. A Mondale backer because "he's spent his life fighting for working people," Brown said she got involved in this year's political process even though "it's easy to get discouraged in this troubled world—but it makes more sense to get involved."

Trade unionists are heading for San Francisco ready to work. Some are convinced that political action in 1984 even has to come ahead of personal concerns.

Among them are Cheryl Hunter and Larry Hill of Springfield, Ore. who will spend part of their honeymoon as delegates.

Hunter, a shop steward for State, County & Municipal Employees Local 2831-A, is a case worker for the Lane County Housing Authority, and Hill, a member of Lumber Production & Industrial Workers Local 3035, is a Democratic state legislator, on leave of absence from his job as a ripsaw operator at a door-making company. The LPIW is an affiliate of the Carpenters.

The pair are among six AFL-CIO union members in the state's delegation pledged to Mondale. Both Hunter and Hill said they have been long-time Mondale supporters because of his policies and stands on major issues.

Deep personal concerns over the "human wreckage" brought about in her hometown by the policies of the Reagan Administration convinced 48-year-old Josephine Brooks of Gary, Ind., that "it's time to get involved in the political process."

Brooks, president of USWA Local 3008, represents about 300 office workers at U.S. Steel's sheet and tin mill in Gary, and she will be one of four USWA members from Indiana attending the convention as a Mondale delegate.

Although she had not been active previously in grass-roots national political action, she plunged into the state's primary process, going door to door to win election as a district representative to the state's Democratic convention.

"I took a week's vacation to attend the state convention in June, and found myself supported as one of the endorsed AFL-CIO slate of Mondale delegates to the national convention," she said. And she's proud to be going to the convention representing working people as a Mondale delegate, Brooks stressed.

A family tradition of political involvement will be carried on by delegate John Hancock, of Concord, N.H., a descendant of the Revolutionary War patriot and a member of Service Employees Local 1984, the State Employees' Association of New Hampshire. The 29-year-old social worker licenses child care facilities for the state public health department.

Hancock is backing Mondale because he likes his "strong pro-labor, pro-consumer, pro-environment stance," and because his sponsorship of child care legislation in 1972 is "just one example of his commitment to working people."

Concerns over the future also prompted SEIU Local 47 member Mary McGinty of Cleveland to canvass door to door for Mondale throughout the primary season—with the help of her grandchildren.

She became a pledged Mondale delegate, she said, because he's "the best man running." "Mondale will get this country working again, and make it a better place for my grandchildren," McGinty declared.

A personal message

Carol Wampler, a member of CWA Local 4372 in Portsmouth, Ohio, whose husband is disabled, said she is going to the Democratic convention as a delegate "to deliver a personal message to Ronald Reagan, to tell him what it's like to be on the receiving end of all his cuts that affect the old, the sick, the poor and the young."

"I want to help Ronald Reagan out of the White House before we are all in the poor house," Wampler said.

Delegate Tommy Allen of Shreveport, La., a member of CWA Local 10411, believes this election can affect the future of the American labor movement. "Gains made at the bargaining table can be taken away if workers are not in politics," he warned.

Terrie Wilson Brady, a delegate and a shop steward of the Duval County (Fla.) Federation of Teachers, linked her support of Mondale to labor's future as well.

"It will be bad for the whole labor movement and everything we stand for if Ronald Reagan is re-elected," Brady said, contrasting the president's record with Mondale's long-standing support of education and other issues important to labor.

Brady, a 29-year-old special education teacher in Jacksonville, grew up in a union family that was always involved in political action, but her trip to San Francisco marks her first experience as a delegate to the national party convention.

Taking hold

"Somebody really had to take hold and work for Mondale. . . . I had the time, so I did," Mike Cox, retiree from Auto Workers Local 246, Platte County, Mo., said, explaining why he worked to become a delegate with the backing of "my county, my family and the UAW retirees."

First-time delegate Joanne Kloss, a UAW 889 member at a Chrysler stamping plant in Michigan, said she has spent weeks studying the issues of affirmative action, day care and the rights of handicapped so she can speak out on them at the convention.

Kloss, who also chairs the Oakland/Macomb Counties chapter of the Coalition of Labor Union Women, said she's doing her homework so she can "come forward" on the issues because they are "very important to me and to millions of men and women."

The diversity of backgrounds among union members who will serve as delegates and alternatives to the convention is exemplified by two Machinists' members.

IAM Local 733 member Patricia Lehman of Wichita is the first woman elected as chair of the Kansas Democratic Party, and Paul Eustis, a member of IAM Local 1726 of Malden, Mass., is secretary of labor for the Commonwealth of Massachusetts.

In all, labor delegates to this year's Democratic convention are expected to mirror the variety and diversity of the labor movement and its concerns. Representation will be virtually equally divided between the sexes, and labor delegates will be young and old, working and retired, black, white and brown. Nearly every job, craft and trade will be represented, and delegates will be drawn from every level of the ranks—from local shop committees to nationally elected officers.

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MEMO FROM COPE

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Seniors with a message

Hundreds of delegates to the convention of the National Council of Senior Citizens in Philadelphia air their criticisms of the Reagan Administration's cuts in health care programs serving the poor and elderly in a march outside the city's Republican Party headquarters. NCSC members mounted the demonstration after GOP officials refused to meet with the senior citizens to hear their concerns (Story, Page 3.)

Choice of Ferraro for vice president praised by labor

By David L. Perlman

Walter F. Mondale turned to one of the Democratic Party's brightest new stars when he tapped Geraldine A. Ferraro for his vice presidential running mate. And the applause from the trade union movement was loud and sustained.

AFL-CIO President Lane Kirkland said Mondale made a "superb decision" in choosing to run with Ferraro. "Her public record on behalf of the working people of America is outstanding. She will be a fine candidate," Kirkland said.

In just three terms in the House, Ferraro earned her way into the inner circles of congressional leadership, was elected to the prestigious Budget Committee, and this year was her party's choice to chair the Democratic Platform Committee.

Last October, when she was a familiar name only to Capitol Hill insiders, Ferraro won a standing ovation from delegates to the AFL-CIO convention with a fighting speech that hurled the "special interest" label back at the Reagan Administration. She spoke of women's rights from the perspective of a working woman and the daughter of a union garment worker. **(Excerpts, Page 7.)**

Her mother, the widow of an Italian immigrant, worked for 25 years as a crochet beader "so that her children could have opportunities that she never had," Ferraro told the AFL-CIO convention.

Identical records

In Congress, Ferraro's voting record by COPE standards has been identical to the record that Mondale compiled during his years in the Senate—93 percent "right."

She worked as a lawyer while raising a family, married to real estate developer John Zaccaro but retaining her name in appreciation of her mother, and served for four years as an assistant district attorney in Queens County before running for Congress.

A Congressional Quarterly profile noted her focus on national political issues in Washington and her political skills in her home district.

"She is home every weekend, tending to constituents at Greek-American parades, Italian festivals and Jewish senior citizen clubs," the article noted.

At the televised ceremony in the Minnesota legislative chamber where Mondale introduced her as his choice for vice president, Ferraro spoke of a recent visit to a senior center in her district and the concern of her constituents at President Reagan's attacks on social security.

She spoke of the tragedy of unemployment, of growing up among people imbued with the belief that "in America, anything is possible if you work for it."

Mondale will come to the Democratic convention with a clear majority of delegates committed to his candidacy. Custom assures that the wishes of the presidential candidate are respected in the selection of a vice presidential nominee.

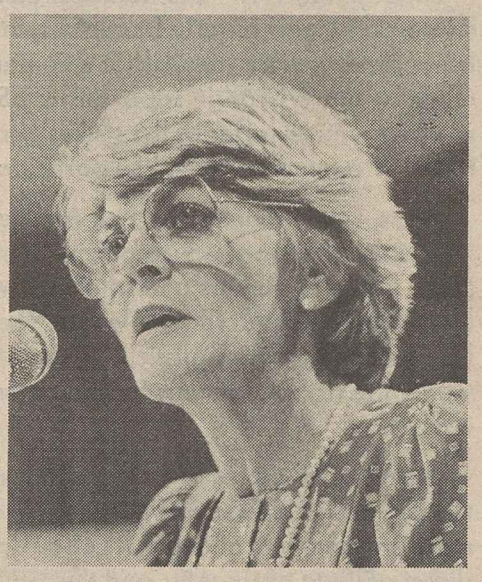
Others considered

In the widely publicized search for a vice presidential running mate, Ferraro had been a leading possibility from the start. But other strong candidates, each capable of bringing an important constituency to the ticket, were considered.

Ironically, women have served as heads of government in Europe, Asia and the Middle East, but the choice of a woman on the presidential ticket of a major party will be a first for the United States.

It made the selection—as Mondale put it in presenting "Gerry Ferraro" to the television audience—"an exciting choice."

"She's earned her way here today," he stressed.



Rep. Geraldine Ferraro addressing the 1983 AFL-CIO convention.

Trade panel proposals seek to save steel jobs

The International Trade Commission's recommendation that President Reagan impose a five-year package of quotas and tariffs on imports of certain carbon steel products was welcomed by the Steelworkers and the Bethlehem Steel Corp. which had jointly filed for relief under the 1974 Trade Act.

"We are very pleased by the majority recommendations of the ITC on our Section 201 petition," said USWA President Lynn Williams and Bethlehem Steel President Donald H. Trautlein in a joint statement.

Deadline for action

The ITC recommendations, announced July 11, will be formally sent to Reagan on July 24 and he will have 60 days in which to adopt, modify or reject the commission's recommendations.

The ITC's recommendations were made by the same 3-to-2 majority that determined a month ago that the steel industry was being seriously hurt by surging imports. The commission held that nearly three-fourths of the steel products imported last year should be in line for relief. Those products include steel plates, sheet and strip, wire and wire products, structural shapes and semi-finished steel products.

The ITC at that time rejected the union-industry petition for relief on pipes and tubes, bars, wire rods and railroad products—all items which Williams and Trautlein stressed are under severe import competition.

Williams and Trautlein said that implementation of the ITC recommendations "would be a step in the direction of providing the relief desperately needed by the industry and its workers. Our preliminary assessment of the impact of the recommended relief on employment is that over 20,000 steelworker jobs would be restored and over 40,000 jobs restored in related industries."

They expressed concern, however, that the proposal for tariffs rather than quotas on semi-finished steel and wire products "will not be effective." They said "it is a virtual certainty that the forces that have driven foreign producers to flood the

Continued on Page 6

Reagan gnaws at social security

President Reagan rekindled fears of a second-term assault on social security, touching off a political firestorm that White House disclaimers have been unable to extinguish.

The President told a Texas television interviewer that his Administration will be "looking at" social security after the election. And he asserted—to the embarassment of staff aides who were unable to back up his claim—that most younger workers will never get back what they pay in social security taxes.

Just a few weeks earlier, Treasury Sec. Donald Regan had said it might be necessary to curtail social security benefits before the end of the decade.

The White House insisted, however, that President Reagan has "no plans" to tamper with social security if he is re-elected.

AFL-CIO Social Security Director Bert Seidman termed Reagan's criticisms of the system "inaccurate" and "disturbing."

Congress put the program on a sound financial basis last year, Seidman noted, after it had rejected the "drastic cuts" that Reagan proposed after he took office.

Financially sound

"The system is financially sound, but politically endangered," Seidman declared.

He and other authorities on social security—including persons with ties to Republican as well as Democratic administrations—challenged Reagan's comments about younger workers, which echo views of some conservative ideologues who have proposed to make social security "voluntary."

Reagan is wrong, Seidman said. "Future retirees can expect to receive considerably more in social security benefits than they ever paid in taxes."

Seidman stressed also that social security is "a family protection plan," not just a pension system. "It provides a guaranteed income for spouse and children when a young worker dies or becomes totally disabled." These are features that can't be duplicated by any private plan, Seidman stressed.

Walter F. Mondale, the Democratic presidential aspirant, rebuked Reagan for raising fears among the elderly when in fact the system is in sound condition. The President "has been congenitally unable to leave that program alone," Mondale said.

Reagan's remarks were challenged also

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IAM Convair strikers score 'stonewalling'

San Diego—Striking Machinists charged General Dynamics Corp.'s Convair division with "stonewalling" negotiations on a new contract, and continued their walkout against the aerospace firm.

Some 4,200 members of IAM Local 1125 went on strike July 1 after talks with management failed to produce an agreement. The old contract expired Apr. 29.

Workers rejected the company's latest offer by an 87 percent majority. Talks with a federal mediator have since taken place, but disagreements remain on several issues.

William Weigand, chief negotiator for the union, said these differences included the company's demand that workers pay more for health insurance and accept weekend schedules with days off during the week to eliminate overtime pay.

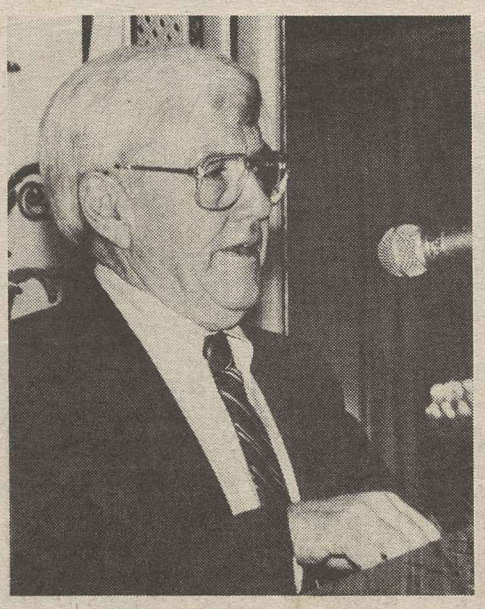
Convair, which has posted record profits recently, makes cruise missiles, Centaur rockets, and aircraft parts.

In a separate contract dispute on the other side of the country, the Machinists struck the nation's oldest and third largest bicycle manufacturer.

IAM Local 2658 set up picket lines outside the Columbia Manufacturing Co. plant in Westfield, Mass., to protest company demands for wage and benefit concessions. The walkout occurred after a 308-1 union vote against a proposed two-year agreement.

"They just wanted cuts," said Local Vice President William Phillips. Company proposals included demands for a 10-percent wage cut, a 30-percent reduction in company medical insurance payments, and elimination of two paid holidays, he said.

The union disputed the company's claim that concessions are needed because of dwindling business and profits.



AFTRA's Frank Maxwell

Emergency boards set in railroad deadlock

Two presidential emergency boards have been set up to investigate and make recommendations to resolve deadlocked negotiations between the Long Island Railroad and the Railway & Airline Clerks and the unaffiliated Locomotive Engineers.

The creation of the two boards, at the request of the unions, forestalls a shutdown of the commuter line which runs from Long Island to Manhattan. The dispute centers on the settling of initial contracts for supervisory workers organized by the unions. The question of seniority for promotion purposes has been a key bargaining item.

Appointment of the two boards starts an administrative time-clock for settling the dispute, with the possible appointment of a second board if there is no settlement within 120 days.

President Reagan named attorney Richard Kasher of Bryn Mawr, Pa., as chairman and members Margery Gootnick of Rochester, N.Y., an attorney, and Rodney Dennis, a Postal Service arbitrator.

Convention action

Frank Maxwell voted president of AFTRA

Chicago—Veteran actor Frank Maxwell was elected president of the 66,000-member American Federation of Television and Radio Artists at AFTRA's 47th annual convention here.

Maxwell, head of AFTRA's Los Angeles local, succeeds San Francisco news broadcaster Bill Hillman, who stepped down after five years in the union's top elected office. Actress Ann Loring, president of the union's New York local, was re-elected first vice president. All national officers were elected to their one-year terms by acclamation. Their positions are unsalaried.

Maxwell portrays the character of Dan Rooney on the daytime TV series, General Hospital.

For the first time in the union's history, two George Heller Memorial Gold Cards were awarded for "distinguished service to AFTRA and its members." Recipients were Hillman and Executive Sec. Sanford Wolff.

In addition to Maxwell and Loring, other national officers elected by the delegates are: Second Vice President Len Dresslar (Chicago), Vice Presidents K. T. Stevens (Los Angeles), Belva Davis (San Francisco), Shirley Diercks (Twin Cities), Shelby Scott (Boston), Peter Hackes (Washington-Baltimore), Peg Nielsen (Seattle), Lee Lawson (New York), Treas. Kenneth Roberts (New York), and Recording Sec. Sally Stevens (Los Angeles).

"In case you weren't aware of how strong we stand on the Equal Rights Amendment," Maxwell told the delegates when the election was completed, "I'd like to give you the final score: women, 8; men, 4."

The plenary session of AFTRA's 105-member National Board, which preceded the convention, created a new National News Dept. to provide greater service to network newspersons. Although they are covered by a single collective bargaining agreement, their work and travel schedules often make it impossible for their local unions to meet their needs. While they will continue to belong to their respective locals, they will now be assisted by a single department based in the national office.

The board and the convention also authorized an expenditure of funds to strengthen the national staff, in order to administer the new National News Dept., provide greater service to the locals, and intensify the union's organizing efforts, especially in the fields of cable and music videos.

Legislative actions

The convention established a national standing committee to concern itself with the needs of young AFTRA members and to recommend contract proposals to protect them. It also created a Legislative Committee to recommend legislative actions to the national board.

In other actions, the delegates voted to support the Equal Rights Amendment, directed that members be educated in the problems of sexual harassment in employment, urged AFTRA's 66,000 members not to fly on Continental Airlines until it negotiates fair contracts and back-to-work agreements with its union employees.

The convention directed that the union make a full-scale attempt to organize and represent news and sports personnel in the field of cable TV. It gave "highest priority in all negotiations" to protection and expansion of its jurisdiction in all aspects of the editorial process for broadcast journalism.

Delegates urged AFTRA members to cooperate with the local chapters of the Coalition of Labor Union Women.

Hillman, in his final address as president, noted the union's program. Five years ago AFTRA had 41,000 members; today it has 66,000, Hillman reported.

Minority employment

"That means more members are working. Pension and welfare contributions increased by one-third, but underemployment remains our single biggest concern. While there is significant improvement in the number of black performers hired by prime time and daytime drama producers . . . the percentage of minority men working in creative jobs—not just jobs held by AFTRA members—at all broadcast stations in this country is actually lower now than in 1979; down 8 percent for black men, down 3 percent for Hispanics.

"Of 17,340 creative jobs at broadcast stations in 1983, only 800 were filled by black men; less than 500 by Hispanic men . . . I am recommending to our Equal Rights committee a new campaign to fight discrimination in employment at our broadcast stations."

Hillman expressed the hope that the joint AFTRA-Screen Actors Guild merger committee will be able to present its merger plan to the national boards and the memberships of the two unions during the coming year.

He noted that merger talks with the American Guild of Musical Artists are also proceeding.

Reunion for Kohler strikers

Sheboygan, Wis.—The Kohler strikes, among the longest and most bitterly fought disputes in American labor history, were recalled at a conference organized by the Wisconsin Labor History Society that marked anniversaries of the strikes and brought together a number of the key participants.

Some 140 unionists and their families as well as historians and labor educators met here with union strike leaders, workers and attorneys who told of their experiences at the Kohler Co. The firm was as famous for the paternalistic labor policies that provoked the strikes as it was for the bathroom fixtures it made.

Joanne Ricca, president of the history society, said the conference covered events in both the 1934-1941 strike by members of Federal Labor Union 18545, a direct affiliate of the AFL, and the 1954-1960 walkout by members of Auto Workers Local 833, the local that represents Kohler employees today.

Ricca said the conference was planned as both a reunion and a way to understand "what these famous strikes were all about."

The program opened with a review of the 1934 strike which involved some 2,000 molders and foundry workers. Members of FLU 18545, they walked off their jobs when management, well-known for its fanatical hatred of unions, refused to bargain for a first contract. Dignity and decent working conditions were key issues in the strike.

The dispute was bloodied by Kohler's use of intimidation, strikebreakers and a heavily armed force of special guards. In an attack on pickets, the guards shot 47 strikers and demonstrators and killed two.

The company later countered with formation of a company union, the Kohler Workers Association, but many Local 18545 members stayed on picket lines until 1941. In that year Kohler agreed to a token settlement so as to qualify for government war contracts as a "fair" employer.

Charlie Heymanns, president of the local during the strike, and Rudolph Renn, secretary, told the conference that the company accepted the settlement only on the condition that they and another union officer waive their rehiring rights, which they agreed to do.

In the 1950s, Kohler employees affiliated with the UAW and achieved a contract in 1952. When that came up for renewal in 1954, however, the company again provoked a strike by its refusal to bargain and its insistence on maintaining degrading working conditions.

The UAW called an end to the strike in 1960 after the National Labor Relations Board found the company guilty of massive unfair labor practices, and the union eventually achieved a contract. But the company dragged the issue through the courts—which continued to find for the union—until 1966 when Kohler agreed to pay $4.5 million in back pay and pension credits.

Leo Breirather, who coordinated a boycott of Kohler products during the strike, told the conference that one of the most important victories for strikers was "human dignity."

"We won all three," he stressed, "respect, our union and the right to bargain."

Among other speakers at the conference were David Rabinovitz, legal counsel for the unions in both strikes; E. H. Kohlhagen, former officer of the Kohler Workers Association and of Local 833; George Squillacote, director of NLRB Region 30 who represented the board in legal proceedings against Kohler; Don Rand, who during the second strike was administrative assistant to the UAW secretary-treasurer, the late Emil Mazey; and William Uphoff, author of Kohler on Strike, a history of both disputes.

Bankruptcy law change effective as of July 10

The effective date of the labor contract protections in the new bankruptcy law is July 10, when the measure was signed by the President.

Firms that initiate bankruptcy proceedings after the legislation took effect must negotiate in good faith if they want changes in a union contract in order to reorganize successfully.

Only if the union rejects an equitable proposal "without good cause" can a bankruptcy judge require the change in the contract.

Employment surge leaves 15 million out

By James M. Shevis

While the nation's civilian unemployment rate declined further last month, to 7.1 percent, there remained almost 15 million Americans still suffering from joblessness.

Besides the 8.1 million officially counted as unemployed by the Bureau of Labor Statistics, "discouraged" workers accounted for 1.3 million more and 5.5 million others were forced to work part time because they could not find full-time jobs.

'True' rate

If the discouraged workers—those who want to work but are not looking for jobs because they believe there are none—plus half of those forced to work only part time were counted as unemployed, the June jobless rate would have been 10.7 percent, the AFL-CIO's Dept. of Economic Research estimated.

As it is, the official BLS figure may have been skewed by shifting labor force patterns. June is a month when the labor force usually swells as students and graduates enter the work force and many adult women put off looking for employment. BLS adjusts its estimates of employment and unemployment to take into account these usual seasonal variations.

BLS Commissioner Janet L. Norwood told the Joint Economic Committee of Congress that seasonal adjustments are difficult to make for June and that aberrations caused by these adjustments could result in later revisions.

A big drop in the unemployment rate for black teenagers last month—nearly 10 percentage points—may have been a statistical fluke. Norwood told the congressional panel that the number of black teenagers sampled was small and the statistic could be "quite volatile."

The June drop in the civilian unemployment rate was the second monthly decline in a row. The rate was 7.5 percent in May and 7.8 percent in April.

Household survey

Total seasonally adjusted civilian employment, as measured by a survey of households, rose by 460,000 to 105.7 million in June. The civilian labor force was an adjusted 113,880,000, up 80,000.

Jobless rates improved for all major groups. The rate for teenagers declined 1.4 percent to 17.6 percent. For black teenagers, the improvement lowered their rate to 34.3 percent from 44.1 percent in May.

For all black workers, the jobless rate fell eight-tenths of 1 percent to 15 percent. The rate for Hispanics dropped five-tenths of 1 percent to 10 percent. For adult women, joblessness fell four-tenths of 1 percent to 6.4 percent. The rate for adult men dipped from 6.5 to 6.3 percent.

BLS reported an increase of two-tenths of a week, to 18.6 weeks, in the average duration of unemployment. The average workweek of production workers remained unchanged at 35.3 hours, as did weekly hours and overtime in manufacturing, at 40.6 and 3.3 hours, respectively.

Oil Workers' settlement ends boycott of CENEX

Denver — The Oil, Chemical & Atomic Workers have lifted their "do not buy" campaign against CENEX gasoline and petroleum products, and the AFL-CIO has removed the company from its Unfair List.

OCAW had initiated the campaign earlier this year after the company forced the 175 members of Local 2-443 at its Laurel, Mont. refinery to strike on Jan. 15. The company was put on the federation's unfair list by the AFL-CIO Executive Council at its May meeting.

OCAW reached a settlement with the company and ended the strike on June 15.

CENEX is the brand name for products made by the Farmers Union Central Exchange, Inc., which has headquarters in Inver Grove Heights, Minn.

The unemployed are still "up in the air" despite modest improvements in the overall economy, the Full Employment Action Council and other groups protested at a rally outside the Labor Dept. building in Washington.

Senior Citizens' delegates blast Medicare cost boost, benefit cuts

Philadelphia—A lot of President Reagan's fellow senior citizens don't think much of his Administration's policies on health care.

More than 2,000 of them—delegates to the 17th convention of the National Council of Senior Citizens—voiced strong concern at health care inflation and cutbacks in Medicare.

A resolution adopted by the convention protested Administration policies which have "severely penalized Medicare beneficiaries by increasing their out-of-pocket expenditures through deliberate cost shifting and budget cutting. Another resolution scored the erosion of health programs serving the poor.

Several hundred delegates took their grievances one step further—marching to Philadelphia's Republican Party headquarters and conducting a sidewalk demonstration after they were refused a meeting with GOP officials.

They sang songs, chanted slogans, and got some warm applause from the Philadelphia lunch crowds.

Kennedy speaks

At the convention hall, the keynote address by Sen. Edward M. Kennedy (D-Mass.) urged the defeat of Reagan at the polls as a message of rejection for his proposals to slash Medicare payments.

Kennedy is co-sponsor with Rep. Richard A. Gephardt of a health care financing reform bill which both the NCSC and the AFL-CIO have endorsed.

At a "Health Care Rally" during the convention, NCSC Executive Director William R. Hutton pointed out that "older people pay a greater percentage of their incomes for health care today than they did before the passage of Medicare—an average of $1,500 a year in out-of-pocket costs.

"Health care inflation is the elderly's number one concern," Hutton said, "and health care cost containment our number one priority."

Local support

Freda Mulkern of the Massachusetts Senior Action was one of several senior leaders at the rally who discussed the ways in which their groups work at the grassroots level to support the Medicare and Medicaid programs. Other speakers included Ed Toohey, president of the Philadelphia AFL-CIO, and Julius Uehlein, president of the Pennsylvania State AFL-CIO, both of whom urged the delegates to "get out the vote" on Election Day for "candidates who support the Medicare and Medicaid programs."

Sen. John Heinz (R-Pa.), chairman of the Senate Special Committee on Aging, told the delegates that they had "no more important mission than saving both the nation and the Medicare program from runaway health costs."

"We need to cut waste, and improve the quality and affordability of care for all Americans," Heinz said.

Also addressing the convention was Gus Tyler, assistant president of the Ladies' Garment Workers, who said the nation is suffering from "the politics of scarcity which is dividing our energies and pitting one against the other.

"We are told we don't have enough for Medicare, we don't have enough to keep up with social security, we don't have enough to educate your grandchildren, we don't have enough for food stamps, and we don't have enough for housing. Yet, amidst all this scarcity, Uncle Sam dug deep into his pockets and gave billions of dollars in tax cuts to the millionaires."

George Kourpias, vice president of the Machinists, outlined the goals of the new AFL-CIO Retirees Committee which is encouraging all affiliated unions to set up retiree programs or update those that already exist.

"Seniors represent millions of votes," Kourpias said. "They can be a significant force in the fall elections."

The banquet speaker, Dr. Arthur Flemming, former Secretary of Health, Education & Welfare and former chairman of the U.S. Commission on Civil Rights, told the seniors that "there hasn't been any national election in my lifetime where the people of our nation have been called upon to confront such basic and fundamental issues as we're being called upon to confront in 1984."

The NCSC presented its Award of Merit to Rep. Paul Simon (D-Ill.), citing his outstanding record in support of legislation to aid America's elderly—100 percent by the NCSC's standard.

In making the presentation, Hutton noted that in his five terms in the House, Simon has been "an ardent supporter of social security and Medicare" and has sponsored legislation to broaden Medicare benefits.

Congresswoman cited

Another highlight was the appearance by NCSC President Emeritus Nelson H. Cruikshank, former head of the AFL-CIO Dept. of Social Security and Counsellor on Aging to the President during the Carter Administration. Cruikshank presented an Award of Merit to Rep. Marcy Kaptur (D-Ohio) as an outstanding freshman representative. He praised her for "cosponsoring bills to expand home health care under Medicare, to prevent discrimination against women in pension benefits, to increase funding for hospice care under Medicare and to continue the Retired Senior Volunteer Program."

NCSC President Jacob Clayman and Sec.-Treas. J. Al Rightley were re-elected by acclamation to new two-year terms. Four vice presidents—Dr. Mary Mulvey, George Kourpias, Einar Mohn, and Dorothy Walker—also were re-elected. The delegates also chose at-large and regional board members for the next two years.

Chemical, energy secretariat chooses Boggs for top post

Geneva—Michael D. Boggs, assistant director of the AFL-CIO's Dept. of International Affairs, was elected secretary-general of the International Chemical & Energy Workers' Federation (ICEF) at the trade secretariat's July 4-5 congress here.

Boggs, who joined the AFL-CIO in 1966 as a program officer for the American Institute for Free Labor Development assigned to Brazil, succeeds Charles Levinson of Canada. He was elected unanimously by the more than 400 delegates from 41 countries attending the congress.

Headquartered in Geneva, the ICEF is made up of unions representing workers in the chemical, energy, and related industries throughout the free world. It was founded in 1907.

AFL-CIO affiliates include the Cement, Lime & Gypsum Workers division of the Boilermakers; the Glass & Ceramic Workers; Rubber Workers; Chemical Workers; Oil, Chemical & Atomic Workers, and Flint Glass Workers.

The congress also ratified the action of the ICEF executive committee naming Pekka O. Aro of the Finnish Paperworkers Union deputy secretary-general of the organization and the appointment of Levinson as secretary-general-emeritus.

Boggs, who had been attending the annual meeting of the International Labor Organization's Governing Body here, served as the AFL-CIO associate inter-American representative from 1969 to 1974 when he became assistant director of the Dept. of International Affairs.

He has attended sessions of the ILO since 1973, and in 1977 was named deputy U.S. worker delegate to the specialized United Nations agency. He speaks six languages and holds a degree in Hispanic language and literature from American University.

Studies Center marks 15th year

The George Meany Center for Labor Studies is celebrating its 15th anniversary with the issuing of its 1984-85 catalogue offering 47 leadership development courses. The center's courses are open to full-time officers and staff of AFL-CIO affiliates.

In a foreword, AFL-CIO President Lane Kirkland notes that in its first 15 years the center "has earned the enthusiastic support of trade unionists and the respect of its academic colleagues."

As a school, Kirkland points out, the center is probably unique in that its greatest resources are provided by its students who bring their leadership talents and practical trade union experience to every class.

Kirkland congratulates those who have participated in the center's activities as students, as instructors and as support personnel.

Tracing the center's history, Executive Director Fred K. Hoehler, Jr., recalls: "The center opened on Labor Day, 1969 with high hopes and great expectations but with its acceptance by the labor constituency untried. Now, here we are 15 years later, with an alumni of more than 36,000 and a secure national, even international reputation."

This year's catalogue offers several new courses: Contract Administration: Life Without Arbitration; Use of Micro-Computers in Negotiations; Negotiating for Pensions; Containing Health Care Costs; and TV: the Cool Medium.

The most popular courses continue to be those on organizing, grievance arbitration techniques, and the local union's use of computers.

Of the six classes on organizing, four are on basic techniques; two are advanced courses.

On arbitration techniques, the center is offering its institute on Preparation & Presentation six times; one advanced course, and one on Fact Finding & Interest Arbitration.

The institute on computers for local unions is offered four times this year.

Five institutes are offered for personal leadership development: Advanced Skills (rapid reading, clearer writing, public speaking), the Art of Leadership, the Union Administrator, Effective Speaking, and New Staff—a two-week program to help the transition from rank-and-file leader to fulltime union officer or staff member.

Cover of the new George Meany Studies Center catalogue features this photo of faculty and staff at the Silver Spring, Md., campus.

Special programs, seminars and workshops are offered on civil rights, teaching techniques, newswriting and editing, occupational health and safety, union issues for women, the changing workplace and other subjects.

All but three classes meet at the center's Silver Spring, Md., campus. Off-campus classes will be offered at state universities in California, Illinois and Oregon.

Copies of the center's 15th-anniversary catalogue have been mailed to affiliates. Additional copies are available on request to Fred K. Hoehler, Jr., excutive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone (301) 431-6400.

Dan River drops cotton dust test plan

Richmond, Va.—Dan River, Inc., abandoned its proposal to conduct an experiment that would have exposed textile workers to cotton dust levels that exceed the federal health standards.

The giant textile company at a meeting here withdrew its request for a variance from the federal cotton dust standard and said it would install the more than $7 million worth of ventilation equipment needed to improve air quality at its mills in Danville, Va. The company is the second largest private employer in Virginia.

The decision follows a protest from trade unions and from congressmen that the company was seeking approval to engage in "human experimentation" and that it had requested the variance to avoid installing the expensive equipment to meet the federal cotton dust standard's Mar. 27, 1984, compliance deadline.

Eric Frumin, occupational safety and health director for the Clothing & Textile Workers, hailed the company's decision and credited the continued pressure of labor unions and the media as helping to persuade the company to withdraw its proposal. He added that a letter from the National Institute of Occupational Safety & Health, which denounced the proposed study as "human experimentation," was also a key to stopping it.

Dan River Chairman David W. Johnston, Jr., was reported "very upset" by the bad publicity.

Frumin, however, criticized the federal Occupational Safety & Health Administration for recommending the study and the Virginia OSHA for permitting it. He called for further investigation of the roles played by the two agencies.

Dan River proposed the experiment last fall to test the theory that byssinosis, or brown lung, is caused by bacteria in cotton dust, and not cotton dust itself.

Test of theory

In order to test that theory, the company proposed a study that would have exposed over 200 workers to high levels of cotton dust. A letter from federal OSHA recommended the state grant the variance, which it did, allowing Dan River six months in which to obtain a study grant from NIOSH.

Now, however, the Virginia OSHA has given the firm until Aug. 15 to submit a plan for meeting the dust standard at the 10 worksites in Danville.

A mini-study involving the testing of blood samples from some employees will be conducted, state officials said. The study would test blood for anti-bodies to the bacteria that Dan River suggested might cause brown lung.

Reagan raises new threat of social security tampering

Continued from Page 1

by Robert M. Ball, who served as social security commissioner under three presidents, and by Alicia H. Munnell, an economist and authority on social security.

Munnell, who is a vice president of the Federal Reserve Bank of Boston, said she can't understand Reagan's purpose in "constantly raising questions in the minds of lots of people about the solvency of the social security system."

There's no cause to do it, she said. On the average, people now entering the labor force will receive social security benefits equal to "the combined payroll tax contributions of employers and employees, plus an interest rate equal to the rate of inflation over their working life."

While the White House was trying to gloss over his social security comments, Reagan was attempting to put out another political brush fire.

Reagan's appointment of Anne Burford, the discredited former Environmental Protection Agency administrator, to head a presidential advisory panel outraged environmentalists—including some prominent Republicans.

In an obvious attempt to repair the damage, the President's schedule this week included "photo opportunities" on July 11 in Chesapeake Bay marshlands in Maryland, a July 12 signing of an annual "environmental quality report" on Theodore Roosevelt Island adjacent to Washington, D.C., and a July 12 visit to Mammoth Cave Natural Park in Kentucky, followed by a speech to the National Hikers and Campers convention.

But when reporters covering his Maryland visit sought to question Reagan about Burford's appointment, White House aides ordered television lights turned off so that Reagan's answer could not be recorded.

Earlier Reagan had told reporters that his environmental support record is "one of the best kept secrets of his presidency."

Reagan choice for OSHA slot branded unfit

The AFL-CIO attacked President Reagan's nomination of Robert Rowland to head the Occupational Safety & Health Administration, charging that Rowland has an "absolute lack of comprehension of the basic principles of occupational safety and health for workers."

On June 28, Reagan announced plans to nominate Rowland, currently chairman of the Occupational Safety & Health Review Commission. He was a vice chairman of the Reagan campaign in Texas in 1980.

Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said labor's main concerns center on Rowland's three-year track record at the review commission.

"His record shows he doesn't support the foundations and basic principles of the Act," Seminario said. "His positions under policy matters are really antithetical to the thrust of the Act and the whole OSHA program," she said.

Citing Rowland's numerous lone dissents on review cases, Seminario explained that he wants OSHA to provide a "degree of proof that is not scientifically possible" before he will support the standards.

'Little hope'

Rowland has "trouble acting on well-recognized hazards," Seminario charged, "so there's very little hope that he's capable of or interested in dealing with the problems that are increasingly facing workers, such as reproductive hazards, neuro-toxic effects, behavioral and ergonomic problems. His views are based on ideology and bear no relationship to the realities of providing safe and healthy workplaces."

Seminario added that "if you extend his thinking from the Commission to the top job at OSHA, one would have to predict that there will be no policies or programs put in place to protect workers."

She noted that during the agency's first 10 years, "that for all its problems, OSHA moved forward and was a world leader in protecting workers. In the last three years, it's moved backward to the point where we have reason to be ashamed of the lack of commitment and effort put toward protecting workers."

Rowland's nomination would fill the vacancy created by the resignation last Mar. 30 of Thorne B. Auchter who served as administrator for two years.

From 1958 to 1962, Rowland was an assistant attorney general in Texas, and in 1963 became a partner in the law firm of Mueller & Rowland.

Often dissented

For nearly a year, Rowland was the lone Reagan appointee on the review commission and often dissented from commission rulings, Seminario noted.

Since last winter when E. Ross Buckley was confirmed as Reagan's second appointee to the three-member commission, the number of citations vacated and the amount of penalties reduced have increased dramatically, she noted.

At the confirmation hearings for Buckley, the AFL-CIO expressed its concern at the appointment of a second commission member "who does not have experience or training in safety or health matters."

That testimony cited Rowland's reasoning for vacating a citation against the Duriron Co., Inc., for exposing workers to excessive heat that could cause brain damage or death. Rowland held "that since the employer had a medical treatment program for affected workers, limitations on heat exposure were not required."

In another case, federation testimony noted, Rowland had ruled "that cilica exposure seven times the permissible level did not constitute a serious health hazard since the outdated 1968 scientific documentation of OSHA's silica standard did not specifically state at which exposure levels silicosis (a lung disease) would occur."

No double standard

ILO assembly rejects 'flexibility' on rights

Geneva—The International Labor Organization's annual assembly affirmed that there can be no two ways of observing the human and trade union rights enshrined in the ILO's standard-setting conventions.

ILO Director Gen. Francis Blanchard noted that this affirmation had emerged from the wide-ranging debate on the application of standards that was the keynote of the three-week session.

Speaker after speaker "stressed the fact that there could be absolutely no question of flexibility in the case of standards concerning such basic rights as freedom of association, the abolition of forced labor and the elimination of discrimination," Blanchard said as he summed up the general debate in his closing address before the nearly 1,800 trade union employer and government representatives from most of the organization's 151 member nations.

"Most speakers" in the debate had underscored that an ILO convention, or treaty, set freely accepted obligations that are "exactly the same for all countries and its application should be assessed on the basis of uniform criteria," Blanchard said.

The director general referred to "most speakers" because, as he reminded the assembly, Soviet government delegate Leonid Kostine was a dissenter. Kostine and his Soviet-bloc allies had complained that the ILO standards and the organs for monitoring their observance did not make allowances for the "vast difference" in the social, economic and legal systems of member states.

Soviets blocked

But Communist complaints got nowhere at the conference. A Soviet-bloc resolution that aimed at initiating a revision of the standard-setting procedures and the weakening of the monitoring machinery was not even taken up in committee.

Instead, the resolutions committee reported out a text submitted by U.S. Worker Delegate Irving Brown, head of the AFL-CIO Dept. of International Affairs, and other free trade unionists calling on the ILO to give "high priority to technical cooperation programs and projects that benefit the least developed countries."

The only other resolution reported out, also aimed primarily at speeding Third World development, was submitted by private-enterprise employers. It was backed by the free trade unionists when their amendments to assure that productivity gains would benefit workers were accepted.

The two resolutions were adopted by the conference.

The Soviet bloc received another rebuff when the committee on the application of conventions in its report to the assembly censured the conduct of both Czechoslovakia and Poland.

Refusal to appear

The Czechoslovak government was scored for refusing to appear before the committee to discuss its denial of jobs to political dissidents.

Poland's military dictatorship was singled out because its boycott of the ILO meant that no Polish government delegate was present to face questioning by the watchdog committee.

Bowing to the obvious, the Communist countries made no attempt to prevent the assembly's adoption of the committee report without a vote.

A standard-setting recommendation fixing guidelines for governments with the aim of promoting "full, productive and freely chosen employment" was approved by the conference.

While a recommendation does not impose the treaty obligations of a ratified convention, the ILO constitution imposes on member states the duty to make every effort to observe its provisions.

President John T. Joyce of the Bricklayers represented U.S. workers on the committee that drafted the recommendation.

The committee's worker members pressed for the assembly to express "concern" over the adverse impact on employment of the belt-tightening demands that international monetary and other agencies attach to their aid to the poor countries.

Such conditions run counter to the social development that the ILO seeks to promote by its "basic needs strategy," it was stated.

The assembly completed a first reading of a projected new standard on occupational health services for protecting all workers "including those in the public sector, in all branches of economic activity and all undertakings."

President John H. Sweeney of the Service Employees was the AFL-CIO worker team member who helped draft the outlines of the proposed standard for the assembly.

Putting funds to work

AFL-CIO Vice President John H. Lyons presides at a meeting of the Executive Council's Pension Investment Committee at federation headquarters. To his right are Director Bert Seidman and Associate Director Larry Smedley of the Dept. of Occupational Safety, Health & Social Security. The focus was on job-generating investments suitable for union pension funds.

Duarte pledges full support of El Salvador land reform

The Duarte government in El Salvador has pledged its "full and unequivocal support" for the continuation of the country's land reform program despite the National Assembly's failure to vote to extend it another year.

In a reply to a telegram from AFL-CIO President Lane Kirkland urging his support for extension of the program, El Salvador President Jose Napoleon Duarte pledged his government will soon present new legislation to the Assembly to "accommodate potential beneficiaries," especially those in war zones who have not had a chance to take part in the "land to the tiller" program.

Duarte also indicated that he will initiate the purchase of large land tracts that will be divided into small parcels to be sold to peasant families that did not have a fair chance to participate in the land reform program.

AFL-CIO support for U.S. aid to El Salvador is conditioned on successful completion of the program, begun during Duarte's 1980-82 administration, as well as reform of the Salvadoran judicial system and obtaining justice in the murders of two AFL-CIO staff representatives and the head of the land reform project, Jose Rodolfo Viera.

In his telegram to Duarte, Kirkland stressed the conditionality of continued U.S. economic and military assistance and expressed the AFL-CIO's "complete solidarity" with that nation's farm workers.

Despite the Assembly's rejection of the government's proposal to extend the land reform program another year, prospects for continued progress in turning land over to tenants and sharecroppers have been enhanced by Duarte's naming of trade unionists to key government positions.

Title difficulties

Under Decree 207, the land reform program, plots of no more than 17 acres are turned over to tenants who receive title to the land. Some 70,000 applications for titles have been filed, but only 8,000 applicants have been granted definitive titles. The rest have received provisional titles.

While the Assembly's failure to extend the land reform legislation means that no more applications will be accepted, reforms are still being carried out. Technical assistance and production credit are given new landholders, the job of compensating former landowners goes on, and a general consolidation process is under way.

The frustration the AFL-CIO and American officials have experienced in attempts to obtain justice in the January 1981 slayings of Viera and the two AFL-CIO staff representatives, Michael Hammer and Mark Pearlman, surfaced anew as a second Salvadoran appeals court sustained dismissal of charges against an army lieutenant, Lopez Sibrian, for his role in the killings.

The three men were gunned down in the coffee shop of a San Salvador hotel by two national guardsmen. Evidence showed they acted at the direction of Lopez Sibrian with weapons that he provided. Hammer and Pearlman were with the AFL-CIO American Institute for Free Labor Development.

"The AFL-CIO/AIFLD considers this to be a further affirmation of its previous charge of corruption within the Salvadoran judicial system," AIFLD said. "The evidence against Lopez Sibrian overwhelmingly dictated that he should be brought to trial for the murders."

Kirkland cites bond with NAACP

Kansas City — The Reagan Administration's "harsh lessons" have helped strengthen the solidarity between the trade union and civil rights movements, AFL-CIO President Lane Kirkland said in a message to the NAACP convention.

"We have learned that no advance is irreversible," Kirkland said, and that "gains won at great cost through generations of struggle can be swept away."

But "a democracy can correct its mistakes," Kirkland stressed, "and we shall turn this country around once again in the direction in which it was meant to go."

Registration program

Delegates to the 75th anniversary convention of the NAACP adopted a program establishing voter registration as a primary goal of the organization's 1,800 chapters and gave strong applause to speakers emphasizing election themes.

NAACP Executive Director Benjamin L. Hooks condemned the policies of the Reagan Administration as a "virus" that has hurt "black America and poor America" and has sought to make affirmative action "a dirty word."

Both Walter F. Mondale and his primary rival, Jesse Jackson, received warm ovations from the delegates. In his message to the convention, Kirkland suggested that "the great surge of political activism among black voters in the primaries and caucuses promises a greater black voice in this and all future elections."

Such a development, Kirkland said, "will be good for all Americans."

About 1,000 delegates and guests attended the traditional labor luncheon, which included the presentation of awards to unions and individuals that have worked closely with the NAACP. AFL-CIO Vice President Frederick O'Neal and Auto Workers Vice President Marc Stepp are co-chairmen of the NAACP Ad Hoc Labor Committee, which sponsors the program.

Postal Workers President Moe Biller, the principal luncheon speaker, urged the necessity "to join together" and marshal the resources of both labor and the civil rights committees to defeat Ronald Reagan at the polls.

The top A. Philip Randolph award was presented to Annie B. Martin, a member of the Oil, Chemical & Atomic Workers who is president of the big Harlem NAACP chapter in New York. The William E. Pollard Award, named for the AFL-CIO's civil rights director, was made posthumously to Roosevelt Watts, the late secretary-treasurer of the Transport Workers.

Individuals honored with special awards included Joe Davis and Robert Cole of the UAW, Barbara Van Blake of the Teachers, Robert Atkins of the Communications Workers and James E. Keyes, Sr. of the Operating Engineers. AFL-CIO unions receiving awards for financial help to the NAACP were the State, County & Municipal Employees and the Detroit local of the Teachers. Three persons on the AFL-CIO staff, Fannie Neal, W. C. Young and Richard Womack, were given awards for special service to the Labor Committee.

Cordelia Lewis of the Indiana State AFL-CIO staff presided at the luncheon.

Video Bulletin on industrial policy

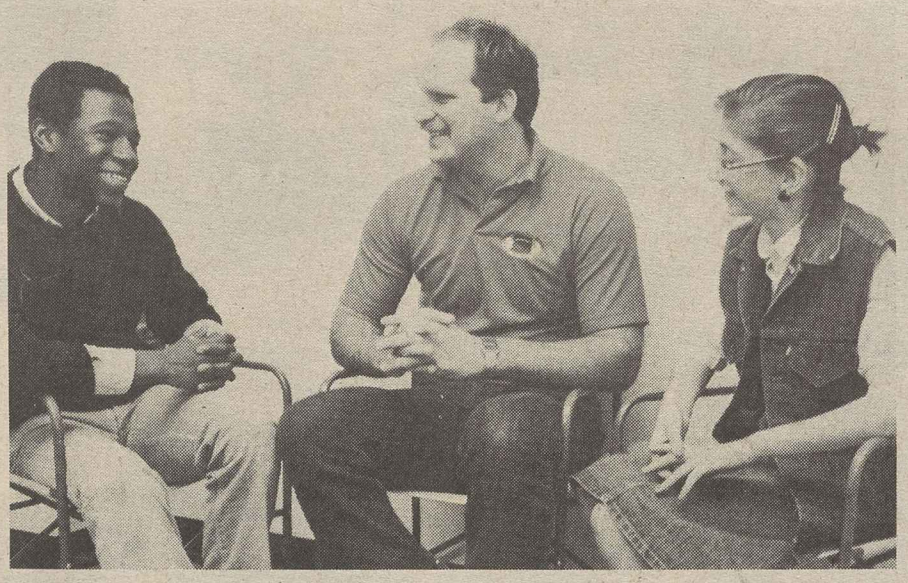
The Labor Institute of Public Affairs has released Labor Video Bulletin No. 18, a comprehensive report on the issues involved in revitalizing America's economy with a national industrial policy.

LIPA's cameras covered the debate at the 1983 AFL-CIO convention, on Capitol Hill, at meetings of the Industrial Union Dept. and in national policy forums.

The program focuses on the decline of basic industries and the impact on future generations of American workers. The Chrysler revival is highlighted as an example of how labor-management cooperation, together with government assistance, can bring a company from bankruptcy to profitability.

The opening eight minutes can be used as an overview of the national debate on the issue of industrial policy. The complete bulletin runs a half-hour.

The Labor Video Bulletin is a monthly videocassette from LIPA dealing with topics of broad appeal to the labor movement. It is free to affiliated national and international unions, state federations and regional offices. For more information, contact the Labor Institute of Public Affairs, 815 16th St., N.W., Room 406, Washington, D.C. 20006.



Washington Redskins Linebacker Rich Milot of the NFLPA is featured with junior high school students Paul Hicks and Anna Jordan in the UFCW's new labor education project materials.

Students learn of unions through organizing film

A new labor-in-the-schools program launched by the Food & Commercial Workers combines an award-winning documentary film with study materials for students, suggested lesson plans for teachers and attractive classroom visual aids published in cooperation with the National Football League Players Association.

The package helps students learn about labor history and labor laws and stresses the important role unions continue to play in American society.

The program is called "Organizing: The Road to Dignity," also the title of the 40-minute videotape that outlines the protections assured to workers under labor law and shows how workers organize their own unions and bargain in good faith with their employers.

The "actors" in the production are working UFCW members who recreate their own experiences in organizing their workplaces and bargaining for their contracts. The production won first place in the International Labor Communications Association 1983 film and broadcast competition.

Companion materials produced with the NFLPA include a poster and bulletin that explain worker protections including child labor laws, wage and hour regulations, and safety and health legislation. The materials remind students that they are protected by specific federal laws governing their hours, working conditions and pay that were hardwon by unions after years of struggle.

UFCW President William H. Wynn said the union produced the program directed at young people "because we are concerned about the lack of information, and in many cases the misinformation . . . about the trade union movement."

Trade panel proposals seek to save steel industry jobs

Continued from Page 1

United States with imports of steel would cause those same foreign producers simply to absorb any increased tariffs."

They added that the four groups of steel products on which the ITC denied relief in its findings last month are the probable areas for foreign producers to divert their excess production capacity, thus increasing shipments to the U.S. in those four product groups.

"We urge the President to take effective measures to prevent these increases and this diversion from taking place," Williams and Trautlein said.

The ITC recommended quotas for three of the five areas it deemed in need of import relief. For the other two segments, it suggested a combination of quotas and tariffs.

The specific recommendations are:

● For semi-finished steel products, the first 1.5 million tons of these products annually could enter at current tariff levels, with quantities above that amount subject to an additional duty of 15 percent for the first three years, and 10 percent the last two years.

Minimum quota

● For steel plates, there would be a minimum quota of 2.1 million tons, with imports allowed to rise to 21.2 percent of the domestic market during the first three years and to 23.3 percent the final two years.

● For structural steel, a minimum quota of 2.1 million tons with the import market share rising to 28.9 percent of the domestic consumption. For the final two years, imports could increase to 31.8 percent of the market. This remedy would not cover light structural steel.

● For wire and wire products. A minimum of 400,000 tons for wire with imports permitted to rise to 24.5 percent of the U.S. market. In the final two years, imports could rise to 26.9 percent. For wire products, there would be an additional 12 percent tariff in each of the first three years, with the added tariff set at 10 percent in the last two years of relief.

Import ceiling

● For steel sheet and strips. There would be a minimum quota of 1.8 million tons on hot-rolled products with imports above that figure not to exceed 11 percent of the market in the first three years and 12.1 percent the final two years. For cold-rolled products, the minimum quota would be 1.9 million tons with imports limited to 10.6 percent of the market the first three years, and 11.7 percent the final two years. The minimum quota on galvanized steel imports would be 1.6 million tons with import penetration allowed to 21.4 percent of the U.S. market for three years, rising to 23.5 percent the last two years. The import minimum quota for all other steel sheets and strip is 400,000 tons with imports allowed up to 6.4 percent of the market for three years, rising to 7 percent the final two years.

While hailing the ITC recommendations, Williams and Trautlein made it clear at a press conference that the USWA and Bethlehem Steel "will continue to support the Fair Trade in Steel Act and work for its immediate passage."

In the days just prior to the ITC's recommendations, Williams suggested that there is strong and growing support in Congress for the legislation, which would provide comprehensive import relief to steel industry.

Remainder of 1984

Convention schedule of AFL-CIO affiliates

Below is a list of conventions scheduled for the remainder of 1984 by AFL-CIO national and international affiliates, departments, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
July 16-21	Theatrical Stage Employes	Bal Harbour, Fla.
July 17-19	Masters, Mates & Pilots	Linthicum Heights, Md.
July 30-Aug. 1	Mississippi	Jackson
Aug. 1-3	Indiana	Indianapolis
Aug. 6-10	Communications Workers	Philadelphia
Aug. 6-10	Professional & Technical Engineers	Atlantic City, N.J.
Aug. 12-17	Fire Fighters	Cincinnati
Aug. 13-17	Painters	Washington
Aug. 13-17	Plasterers	Las Vegas, Nev.
Aug. 15-17	Iowa	Waterloo
Aug. 16-18	Montana	Helena
Aug. 17-19	Nevada	Las Vegas
Aug. 19-24	Postal Workers	Las Vegas
Aug. 19-24	Tile, Marble & Terrazzo Finishers	Las Vegas
Aug. 19-25	Letter Carriers	Las Vegas
Aug. 19-25	Molders	Bal Harbour, Fla.
Aug. 20-24	Teachers	Washington
Aug. 23-25	Virginia	Norfolk
Aug. 26-30	New York	Kiamesha Lake
Aug. 27-31	Government Employees	Cleveland
Aug. 27-30	Washington	Olympia
Aug. 29-31	Utah	Salt Lake City
Sept. 3-9	British Trades Union Congress	Brighton, England
Sept. 10-14	California	Oakland
Sept. 17-20	Illinois	Rosemont
Sept. 17-21	Graphic Communications Union	Hollywood, Fla.
Sept. 17-26	Machinists	Seattle
Sept. 21-24	Electronic Workers	Pittsburgh
Sept. 21-22	Wyoming	Cheyenne
Sept. 21-23	New Hampshire	Manchester
Sept. 21-23	Vermont	Burlington
Sept. 23-26	Minnesota	Rochester
Sept. 23-26	Missouri	Kansas City
Sept. 24-26	South Carolina	Myrtle Beach
Sept. 24-28	Paperworkers	Detroit
Sept. 24-28	Steelworkers	Cleveland
Oct. 1	Maritime Union	New York
Oct. 1-4	United Textile Workers	Toronto
Oct. 3-4	Industrial Union Dept.	Hollywood, Fla.
Oct. 7-11	Wisconsin	Green Bay
Oct. 7-13	Rubber Workers	Hollywood, Fla.
Oct. 8-12	Marine & Shipbuilding Workers	Ft. Lauderdale, Fla.
Oct. 17-19	Georgia	Savannah
Oct. 21-27	Chemical Workers	Hollywood, Fla.
Nov. 12-14	Flight Engineers	Orlando, Fla.
Nov. 12-15	Florida	Bal Harbour
	AFL-CIO MEETINGS	
Aug. 20-22	Executive Council	Denver

Labor, environment leaders sound alarm on health risks

Annapolis, Md.—A coalition of labor and environmental leaders has adopted a program to heighten congressional, legislative and public awareness of environmental health risks in the workplace and the community.

At the second annual convention of the OSHA/Environmental Network here, representatives of such groups as the Audubon Society, AFL-CIO Industrial Union Dept., Sierra Club, Friends of the Earth and various unions endorsed an educational campaign aimed at alerting the public and legislators in 13 key states to the dangers of the current weak or nonexistent enforcement of laws affecting air, water and chemical substances.

The states selected by the Network include California, Colorado, Massachusetts, Minnesota, Michigan, New Jersey, New York, North Carolina, Pennsylvania, Tennessee, Texas, Washington and Wisconsin.

In each of these states, representatives of the union and environmental groups will work together to develop extensive education programs to be aimed both at their own members and at the public.

IUD President Howard D. Samuel and Sierra Club Executive Director Michael McCloskey, national co-coordinators of the network, announced the joint effort.

Steelworkers President Lynn R. Williams told the convention participants that the "integral relationship between environmental and occupational health" explains why creation of this network "was ultimately inevitable."

The convention called for the following actions:

● Passage of a stricter clean air law with special emphasis on acid rain control.

● Development of a system to notify workers of past and present health hazards in the workplace, combined with a compensation program for those already affected by toxic agents.

● Reauthorization of existing pesticide control and toxic waste disposal laws.

● Action to combat the federal government's failure to enforce laws requiring public notice of the names and effects of toxic chemicals by urging state governments to fill the gap.

● Restoration of the gutted Occupational Safety & Health Administration programs that are essential to providing safe conditions for the nation's workers.

● Action to halt White House and congressional efforts to weaken environmental regulations.

The convention participants also were addressed by former OSHA Administrator Dr. Eula Bingham, who is now vice president of the University of Cincinnati; Rep. Parren J. Mitchell (D-Md.), and Jeanne Malchon, president of the American Lung Association.

EDITORIALS

Leading the March

The following is from an address to the AFL-CIO Convention, Oct. 3, 1983, by Rep. Geraldine A. Ferraro (D-N.Y.).

WHEN HISTORIANS tell the story of the 1984 elections, the longest chapter will be on the re-emergence of organized labor as a major political force in America.

The labor movement is in the front of the march to victory in 1984, and those of us who are labor's friends are cheering you every step of the way.

Labor and Democrats have driven the engines of prosperity and social justice in this country. It is time for reforging a great American political alliance. And I'm proud to stand with labor women as they take on a greater role in that alliance.

The women of America have had enough of Ronald Reagan.

Mr. Reagan thinks that you help poor people by cutting their food allowances, that you reduce deficits by cutting taxes for the rich.

Ronald Reagan is wrong. What he says is dangerous nonsense. His policies are a disaster, and we have to stop him.

Ronald Reagan and the Republicans say we are fighting for "special interests." Now, personally, I have had it up to here with their calling labor and women and minorities "special interests."

What are banks? What are insurance companies? What are oil companies? They are the special interests, and they are what the Republican Party is all about.

THE REAGAN recession created a whole new class of unemployed people. They're called "discouraged workers," and they don't even count in official unemployment rolls. They've been out of work so long and have so little hope of finding work that they've just dropped off the screen.

Discouraged workers, people working part-time involuntarily because they can't find full-time jobs, and displaced and unskilled workers are all left behind by Reaganomics. Trickle-down rhetoric and help-wanted ads are no substitute for a commitment to training people for real jobs.

We'll get a jobs bill only when we take the Senate back from Jesse Helms and Orrin Hatch.

As a member of Congress, I get paid exactly the same as my male colleagues in the House of Representatives, and that makes me a very lucky and unusual woman. I have to tell you that in my entire adult working life, that is the first time I am able to make that statement.

I have a little bit of vested interest. My mother was a widow. Do they think the kids in those households want any less than children who are in two-person headed households? Do you think we get sick less? Do they think that we get less hungry?

The Republicans talk about the gender gap as if it is a cavity in need of filling by token appointments and photo opportunities. But no amount of cosmetic surgery will repair the gap between this President and the majority of America's voters.

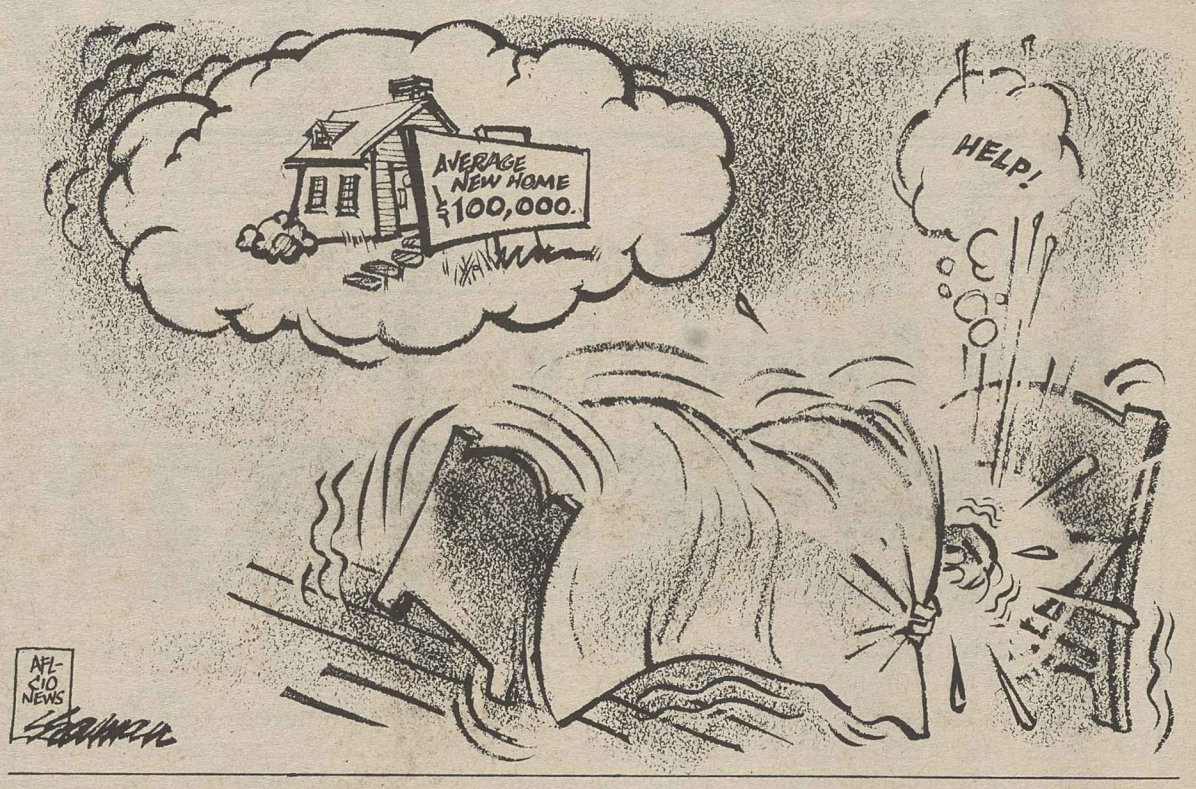
AS BIG A problem the President has with women, he has an even larger one with blacks. The Republicans know their policies are disastrous for minorities, and so they write them off as a "special interest."

The fact is, minorities don't want to be special. They simply want the same opportunities for education, jobs and housing that everyone else wants.

The Democratic Party is the majority party in this country. It is so because we represent the dreams and the hopes and the goals of the majority of American people—blacks and whites, men and women, workers and retirees.

Republicans try to fragment our constituency by calling these groups "special interests." If you add up all those interests, you come up with a cross-section of America. What you'll find is that the special interest is a healthy America, a strong America, a fair America.

The American Dream?



Washington Window

Gender gap a key factor in '84 election contests

By Press Associates, Inc.

There are times in people's lives when, as the saying goes, the men are separated from the boys. The 1984 elections are shaping up as a time when, to update the expression, the women may be separated from the girls.

More and more, as women join the workforce, by necessity as well as by choice, they are finding they have much in common with others who work for a living. These are the working women, to differentiate them from the girls and ladies of the tea parties and country clubs—nice people, all, but somewhat insulated from life's harsh realities.

As women have struggled to cope with the workaday world, they have articulated their needs and interests. The so-called gender gap is a reflection of these needs and interests, and it is important enough to decide many elections this year if enough women register and vote.

The differences in the political attitudes of men and women began to show up with some consistency during the 1970s. According to the National Commission on Working Women, women were putting greater importance than men on the role of government in reducing the income gap between the rich and poor, in helping those in need and on civil rights.

For example, responsible polls in 1982 asked this question: "Should government work to substantially reduce the income gap between the rich and the poor?" The "Yes" responses from women totaled 73 percent; from men, 61 percent. The "gender gap" was 12 points.

On whether social security spending should be increased, decreased or left the same, 56 percent of women responding favored an increase compared to 44 percent of male respondents.

But women also seem to be voting their interests, and their votes are going Democratic.

In 1982, women say, their votes elected the Democratic governors of three major states. In New York, Mario Cuomo won with 51 percent of the vote. Women gave him 52 percent of their votes compared to 43 percent from men, a 9-point gap. In Texas, Mark White got 52 percent of the vote. Women gave White 54 percent, men 43 percent, an 11-point gap. In Michigan, James Blanchard won with 52 percent; women gave him 56 percent, and men 41 percent, a 15-point gap.

Reaction to Reagan

The big test, however, lies ahead. If there is anyone who can inspire the mass mobilization of the women's vote, it is President Reagan.

Where Reagan has spent several decades attacking the federal government, women workers increasingly expect the government to play a more active role in such areas as pay equity, job training, child care, and achieving equal rights.

Women workers have interests similar to male workers, and Reagan has been on the wrong side on almost every worker issue.

Reagan's social program cuts had an especially adverse impact on women. The Women-Infants-Children Food program (WIC) is 100 percent women and children who are nutritional risks. On Aid to Families with Dependent Children, 94 percent of the 11 million recipients are women and children. On food stamps, 85 percent of the 22 million users are women. Under Medicaid, 66 percent of those helped are women.

A newly formed group, AFL-CIO Women Working for '84, along with labor generally and various women's and child welfare organizations are mounting a nationwide effort to register millions of unregistered women and union members.

The gender gap is real but, more importantly, the surge in the women's vote is in line with those progressive forces which want to restore harmony to the nation, put people back to work and enable America to stand for peace and stability in the world.

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MEMO FROM COPE

Reagan Campaign Theme

You Never Had It So Good!

OH, REALLY?

President Reagan has been testing his campaign theme out on the hustings lately. The theme is: You never had it so good.

(The "good" of the recent recovery is brief compared to the two-year, Reagan-induced recession that preceded it. During that 1981-83 Reagan-Republican recession period, more than 30 million individual workers suffered one or more periods of unemployment.)

* * * * * *

Today "is a far cry from the gloom and doom of four years ago," the President said in dedicating a new factory.

(For the two years-plus of the Reagan-Republican recession, the average period of unemployment for a jobless worker was, 1981-83 respectively: 14 weeks, 16 weeks, 20 weeks.)

* * * * * *

"This is a wonderful time to be alive," he announced at a July 4 picnic and parade in Alabama.

(Being alive beats the alternative most any time, which is as true now as ever. But about those 30 million workers who got laid off: The average gross earnings they lost in the Reagan-Republican recession and will never recover was, 1981-83: $3,315; $4,005; $5,620.)

* * * * * *

In the middle of an "everything's coming up roses" speech to Texas lawyers, Reagan said: "I'll resist the temptation to comment on all the odd causes and special interests the other party seems to be embracing these days."

(Like those 30 million "special interest" workers who lost jobs in the Reagan-Republican recession, maybe? And who lost overall gross earnings, 1981-83, of: $76.2 billion; $108.1 billion; $151.7 billion. Total gross earnings lost by the jobless in 1981-83 period: $336.1 billion. That "other party" tried to "embrace" and help them. Reagan hardly lifted a finger.)

* * * * * *

Reagan has been telling his audiences his economic program has worked just like he knew it would.

(Like the budget deficits, Mr. President, the biggest in American history? His Number One promise to voters was to balance the federal budget by 1983. Yet he's spilled more red ink over it than all the Presidents of the past 40 years combined. Oh, remember those 30 million who lost jobs during the Reagan-Republican recession? Their loss of income cost the federal treasury $285 billion in revenue, enough to pay off more than a year of Reagan-induced indebtedness.)

* * * * * *

"We're seeing a new respect for family and neighborhood," the President announced.

(Not from this Administration. When workers are idled, their families suffer. More than 10.7 million family members of jobless workers lost all or some of their medical coverage in the Reagan-Republican recession. As for neighborhoods, few in which workers lived were spared the sight of neighbors being bounced from their homes through mortgage foreclosure, which hit highest numbers ever in the Reagan-Republican recession, 1981-83 respectively: 116,000; 160,000; 178,000.)

* * * * * *

On the stump, the President forecasts a future—under his leadership, of course—all but unblemished by economic concerns. He asked the Texas lawyers: "How can anyone in the United States of America, in the world today, be scared of anything?"

(Well, just as a couple of examples: With interest rates high and expected to climb further, a lot of folks are scared to buy a house. Not just scared, but unable. And with Reagan failing to stem the flow of imports, a lot of folks are scared for their jobs—because the trade imbalance for 1984 will translate into 1.8 million lost jobs and job opportunities if the rest of the year continues at the rate of the first five months.)

* * * * * *

A lot of folks would argue against the "you-never-had-it-so-good" campaign approach by the President, among them:

- 1 million needy Americans from whom the Administration took all food stamp aid.
- 4 million working poor who lost some food stamp aid.
- 7-8 million Americans now living in poverty who weren't before the Reagan Administration came along.
- 725,000 families (including their 1.5 million children) that suffered cuts in AFDC assistance.
- 1.1 million children from low-income homes who were deprived of free or reduced-price school lunches and 900,000 who lost out on school breakfasts.
- 700,000-plus would-be college students whose education was disrupted by Reagan cutbacks in higher education loans.

Mr. President: Who Never Had It So Good?

Odds 'n Ends

OBSCURED BY SPECULATION about a woman as vice presidential nominee is fact women are candidates in nine U.S. Senate contests. One is incumbent Sen. Nancy Kassebaum (R-Kans.), seeking re-election. Others are Republicans Nancy Hoch of State Board of Regents, challenging Sen. James Exon in Nebraska; Montclair Mayor Mary V. Mochary running against New Jersey Sen. Bill Bradley; manufacturer Barbara Leonard vs. Sen. Claiborne Pell (R.I.). Democrats—Minnesota Secretary of State Joan Growe against Sen. Rudy Boschwitz; state house majority leader Elizabeth Mitchell vs. Sen. William Cohen in Maine; Oregon state Sen. Margie Hendriksen challenging Sen. Mark Hatfield; legislator Judy Pratt vs. Sen. Pete Domenici in New Mexico; Edythe Harrison going against Sen. John Warner in Virginia.

ADD THIS to one-vote-counts collection: Melvin Purvis won South Carolina Democratic primary for U.S. Senate over Cecil Williams 145,968 to 145,543, just 425 votes. A recount whittled Purvis's lead to 325 out of 297,463 votes cast, in percentages 50.05 to 49.95. Purvis will face Sen. Strom Thurmond in November.

MOBIL OIL seeks gusher for its political committee by soliciting 160,000 stockholders to automatically check off Mobil PAC contributions from quarterly dividends. Other firms have asked shareholders to kick in to their PACs. Mobil is first to go for checkoff, says "sizable numbers of responses are in.

BIG JUMP in number of million-dollar-a-year earners under Reagan in 1982 over 1981 (latest available figures for this category). In 1982, 8,203 individuals reported $1 million-plus incomes, up by 2,691 over 1981. Reagan just as good for the poor. Helped increase their number, too. Some 7-8 million Americans were added to ranks of those living in poverty in past three years.

BLACK REPUBLICANS, loyal to President and party, lower boom on Reagan's chief civil rights enforcer, William Bradford Reynolds, and urge his ouster. Said President Ford's Transportation Secretary, William Coleman, Reynolds' civil rights policies "have been just about 100 percent wrong, and despicable." Other black GOP leaders charge Reynolds has set "a negative agenda on civil rights" and offers "no constructive alternatives" to rights policies and programs he seeks to undo or weaken.

COLUMNIST DEBUNKS colleagues who talk of "invincibility" of Reagan. Mark Shields in *Washington Post* contends Reagan not only "vincible" but "even vulnerable" to a strong Democratic campaign. Shields points out Reagan had virtual free ride to good press while Democrats roughed up one another in primary period, took several "presidential" trips—China, D-Day beaches—that provided great media footage. Despite this and economic improvements, Shields comments Reagan still only manages roughly 50 percent in polls that pit him head-to-head against specific challengers. Too, Shields notes, "Reagan is a politician capable of making some real bonehead plays" (he's always sounding off on social security) and that most Americans consider the President "tilts to the affluent." Shields concludes, "this has all the makings of a very close election."

Registration...
first step to
the voting booth...
Register now...
Vote November 6

AFL-CIO news

VOL. 29, NO. 29
SATURDAY
JULY 21, 7984

Mondale-Ferraro slate hailed for strong appeal to workers

The Democratic Party's Mondale-Ferraro ticket for 1984.

Candidates, platform offer clear alternative to Reagan

By David L. Perlman

San Francisco—The Democratic convention nominated a presidential ticket American workers can enthusiastically support and adopted a platform that offers workers a clear alternative to the policies of the Reagan Administration.

For organized labor, the convention action vindicated the AFL-CIO's break with precedent last October in its pre-primary endorsement of Walter F. Mondale's presidential candidacy. The endorsement, Federation President Lane Kirkland told Mondale at the time, represented "a commitment to be at your side in every primary and every caucus in every state of the union."

Labor's commitment was carried out, through all of the ups and downs of the roller-coaster road to San Francisco.

Mondale's selection of New York Congresswoman Geraldine A. Ferraro as his running mate proved as popular in labor circles as it was among convention delegates who had come to San Francisco as supporters of the three presidential candidates.

Ferraro's nomination for vice president is "an added plus," Kirkland said. He predicted that rank-and-file union members will respond to Gerry Ferraro "with enthusiasm."

Rising star

She has been a rising star in Congress, proved herself a skilled mediator as chairman of the Democratic Platform Committee, and needs no introduction to the trade union movement. Ferraro's mother was for many years a member of the Ladies' Garment Workers. As a teacher early in her career, Ferraro was a member of the AFT and served as a building representative—the equivalent of shop steward.

Mondale, himself, is a Hubert Humphrey protege from Minnesota who at 56—17 years younger than President Reagan—has been attorney general of his state, a senator for 12 years, and Vice President of the United States in the last Democratic Administration.

The platform adopted at the convention sets full employment as a central goal of economic policy, calls for revitalization of basic American industries and the repair of the nation's neglected infrastructure.

It proposes fairness in tax policies to help reduce Reagan's enormous budget deficits, backs labor law reform and denounces this Administration's "relentless assault on the collective bargaining power and rights of working men and women."

National commitment

The convention affirmed a national commitment to "peace, strength and freedom," assailing all forms of dictatorships. **(Platform excerpts, Page 6.)**

Mondale came to the convention with the delegate commitments assuring him a first-ballot nomination, but the challenge was to unite the supporters of Gary Hart and Jesse Jackson behind his candidacy after a long and hard-fought primary season.

A Mondale ally, New York Gov. Mario M. Cuomo, began the healing process in a keynote speech eloquently stressing the principles that unite Democrats.

Cuomo called for a repudiation of the "social Darwinism" of the Reagan Admin-

Continued on Page 3

Trade unionist delegates savor fruits of solidarity

San Francisco—"Unity" was the identifying mark of the record 603 delegates and 198 alternates at the Democratic convention who were members of unions affiliated with the AFL-CIO.

You could spot them, and they could spot each other, by the blue lapel pins they wore that carried that one-word message—"Unity."

AFL-CIO President Lane Kirkland spoke of the fruits of that unity during a meeting of convention participants from affiliated unions. He credited labor's solidarity with helping to assure the nomination of a presidential ticket that working people can enthusiastically support.

Setbacks overcome

Using nautical terms from his seafaring days, Kirkland reminded the delegates of the crisis faced by the Mondale campaign after its early primary setbacks in New England.

"We all felt like the crew on a ship that was anchored off a lee shore with the engine down, a gale coming up, and the anchor dragging. We just had to find a little bit of good holding ground until we could get the steam back up."

The commitment made at the AFL-CIO convention a few months earlier was put to the test by those early setbacks. But even when the outlook was bleakest, Kirkland said, nowhere in the trade union movement was any voice raised to suggest that "we ought to abandon ship and forget the whole thing."

Kirkland noted that the unifying factor of common interests among trade unionists was demonstrated at the last Democratic convention, even though AFL-CIO affiliates were divided on presidential candidates and the AFL-CIO itself did not take part in the primary campaign. But labor delegates from both camps were dissatisfied with the 1980 platform draft's lack of commitment to full employment goals. They joined together to support and pass substitute language.

It was the moment at the convention

Continued on Page 3

To a winner

AFL-CIO President Lane Kirkland sent the following telegram to Walter F. Mondale:

"Congratulations on your outstanding victory. We look forward to marching at your side through the general election campaign and on to victory in November. The Mondale-Ferraro team represents and stands for the mainstream of the best ideals and aspirations of this country. You are going to win."

San Francisco parade

City's unions send their message

San Francisco—The greatest labor parade in this city's colorful history celebrated the 50th anniversary of the San Francisco general strike and showed delegates to the Democratic national convention what trade union solidarity is all about.

More than 160,000 union members from virtually every organized trade and occupation took part in the four-hour parade through downtown San Francisco and in the giant rally at Civic Center Plaza that followed.

Some of them rode on fire engines from throughout the Bay area, or on bulldozers and construction cranes. Some were on colorful floats. And some propelled themselves the length of the parade route in wheelchairs.

Mostly they marched behind the banners of their unions, carrying their messages in a sea of thousands of placards.

The message that came across most vividly was that San Francisco is still a union town—just as it was on July 16, 1934, when nearly all the city's workers turned out to support the cause of a two-month strike by dock workers and seamen against a union-busting employers' alliance. Two pickets had been fatally shot and the National Guard had been called up.

Citywide shutdown

But for the next four days, the city was shut tight and nothing moved without special clearance from the central labor council's general strike committee.

The chairman of the strike committee was Harry Bridges, once a figure of controversy, but now the guest of honor at this great parade. Bridges, who helped found and for years headed the unaffiliated Longshoremen & Warehousemen, will be 83 soon and the huge crowd at the Plaza rally joined in a "happy birthday" song.

It was that kind of a day, with bagpipe bands led by kiddie majorettes, families marching together with an older child pushing a stroller for a toddler.

There were iron workers and letter carriers, insulators and telephone workers, machinists and seafarers, public sector workers and service employees.

Store clerks came fresh from the picket line at a large department store and three busloads of Phelps Dodge strikers came from Arizona to join the rally.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue marched at the head of the parade, along with Ex-

Continued on Page 3

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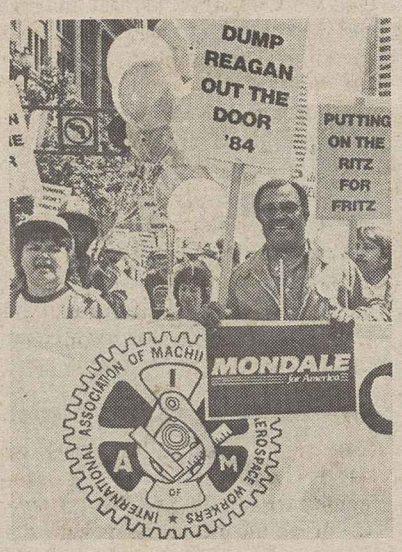
7/21/84

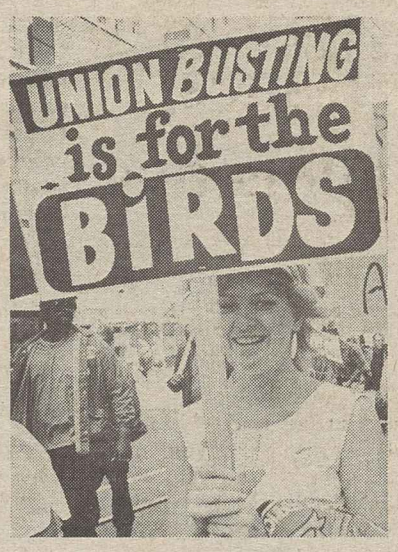
Solidarity on parade

More than 160,000 strong, San Francisco area unionists and their families throng the city's streets in the largest labor parade in the state's history. The demonstration through the heart of the city was organized by the California AFL-CIO to coincide with the Democratic convention and dramatize labor's deep concerns over the Reagan Administration's disastrous policies. Labor's strong support of the Mondale-Ferraro ticket was evident on proudly waved signs along the entire line of march. The record turnout also celebrated the 50th anniversary of the famed San Francisco general strike.

The streets of San Francisco vibrate with banners, balloons and the chants of union marchers.

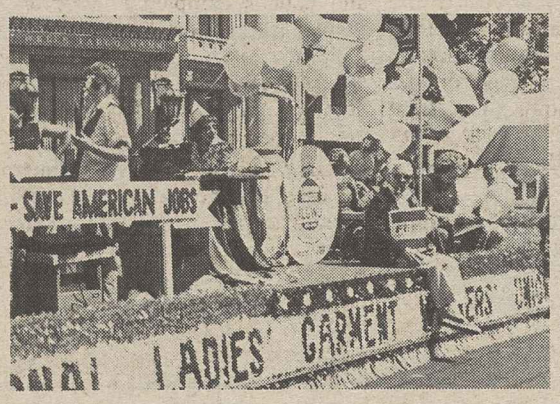
Trade unionists from labor's broad spectrum sound a basic union creed.



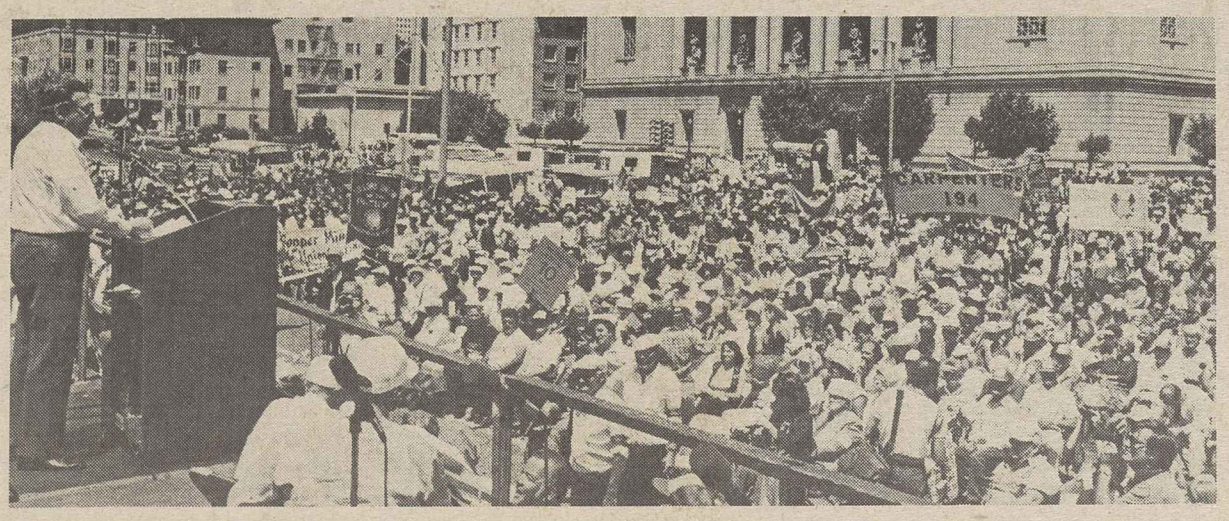


From every trade and profession, unionists carry a message for the Reagan Administration.

Leading the march, California AFL-CIO Sec.-Treas. John Henning, Federation President Lane Kirkland and Irena Kirkland.



Union pride runs strong among parading workers and their families.



At rally that caps the march, Kirkland urges unionists to vote for change in November.

Signs sum up "what labor wants."

Democratic ticket offers clear choice

Continued from Page 1

istration, in which only the strongest are allowed to succeed.

The American people, with all their diversity, are still a family, Cuomo said. There must be a "sharing of benefits and burdens," he insisted. "The problems of a retired school teacher in Duluth are our problems . . . the hunger of a woman in Little Rock is our hunger."

Democrats "believe in firm but fair law and order," he said, "in the union movement, in privacy for people, openness by government, civil rights and human rights."

In order to unite the nation, "we Democrats must unite," Cuomo urged.

The healing process included prime television time for the two losing candidates to voice the principles that had brought them into the presidential contest and sustained them during the months of primaries and caucuses. And it showed, for both Hart and Jackson, the enthusiasm and loyalty they had inspired in their delegates.

A magnet of unity

By her popularity, Ferraro was herself a magnet for bringing the party together again. In a convention where half the delegates were women, there were many Hart and Jackson supporters who felt that Ferraro's nomination for vice president had made them, too, "winners."

Then, as the balloting confirmed Mondale's victory, came the emotional closing of ranks so essential to a successful campaign. The battle for the nomination was over.

It was "a time to unite," Hart told his supporters. "We must now speak with one voice."

And for Jackson, who had sought to make his campaign a "rainbow coalition," it was "a time to cooperate" and join in a new and broader coalition.

Mondale's acceptance speech — the opening salvo in the campaign — was aimed at Americans who had voted for Ronald Reagan four years ago.

He said bluntly that tax increases will be needed, whichever candidate wins the presidential election, in order to bring down the huge Reagan deficit. Mondale challenged President Reagan "to put his plan on the table next to mine and debate it with me on national television."

On tax policy, Mondale warned, Reagan "will sock it to average-income families again, and leave his rich friends alone. I won't. To the corporations and freeloaders who play the loopholes or pay no taxes, my message is: Your free ride is over."

But Mondale didn't wait for his formal acceptance speech to embrace the unity theme. He came to the convention hall on the night of his nomination to pay tribute to his primary opponents, thank those who had supported him throughout the seesawing campaign, and ask the help of those who supported his opponents.

There was recognition, too, for the candidates for the nomination who withdrew after the early round of primaries. They included three senators—Alan Cranston of California, John Glenn of Ohio and Ernest Hollings of South Carolina—along with George McGovern, the party's 1972 presidential candidate, and former Florida Gov. Reubin Askew.

"It's not just my cause," Mondale stressed. "It's our cause, and we must win it together."

The sea of Mondale-Ferraro buttons and placards the final day of the convention told its own story.

It would still be an uphill fight, the polls indicated. But not nearly as uphill as had once appeared the case.

At labor caucus in San Francisco, COPE Director John Perkins briefs union delegates to the Democratic convention. He spelled out the federation's campaign on voter registration and getting out the union vote.

Trade unionist delegates savor fruits of solidarity

Continued from Page 1

when trade union solidarity took over, and it provided a "taste of what might be achieved if we simply tried unity for a change," Kirkland said.

At the meeting, which was open to the press, Kirkland told the union delegates—most of whom were attending their first convention—not to be distracted "by all of the gossip, all of the rumors and all of the little alarms" that are a "normal" by-product of the Democratic Party's "proclivity for inventing new quarrels and new arguments when none was necessary."

The brouhaha over the party role of Democratic National Chairman Charles T. Manatt and the campaign role of Bert Lance was in the headlines at the time. The identity of the "spear carriers" is only incidental in the campaign, Kirkland suggested.

But "the burden and the task of leadership and of inspiration will be on the shoulders of Walter Mondale and Gerry Farraro—a strong ticket . . . that is going to win."

Aware of risks

Kirkland told the delegates that the AFL-CIO was well aware that political "opportunists" would seek to exploit a negative view of trade unionism so that "the role of this movement and its right to participate in American life would itself become an issue."

But labor's achievements, Kirkland said, have never depended on the "popularity" of the trade union movement. "We have always struggled for everything we have achieved," he pointed out.

The political slur that the trade union movement does deeply resent, Kirkland said, is that labor is just another narrow special interest. The real special interests, Kirkland said, will be congregating in Dallas next month at the Republican convention.

In sharp contrast, he said, "we speak for those who do the work in this country, and we voice their aspirations." The Democratic Party "can never flourish and can never achieve success if it turns its back on the working people of America," Kirkland declared.

Earlier in the meeting, COPE Director John Perkins spoke to the convention participants and the many union officials on hand for the convention about "Phase Two" of the AFL-CIO's election effort.

Perkins outlined the "one-on-one" voter registration campaign that will rely on union stewards and the volunteers they recruit and train.

One on one

Each volunteer will personally approach —"one on one"—fellow workers whose names are not on a COPE-provided match-up of union membership with voter registration rolls.

The task was well begun in the primary and caucus campaigns, Perkins said, but raising the number of union members eligible to vote is an essential prerequisite for Phase Three—a massive get-out-the-vote campaign among members of affiliated unions in November.

COPE already has distributed kits to be used in the voter registration effort, Perkins said.

The guidelines are differentiated for states and localities that allow voter registration on the job, in union halls and other easily accessible locations, and for those jurisdictions where people seeking to register must go to a courthouse or town hall at specified hours.

Labor leaders stress issues, goals in convention speeches

San Francisco—A cross-section of union leaders was among the speakers at the Democratic national convention, dealing with platform issues and the massive effort needed to put the convention's program in effect and elect its presidential ticket.

AFL-CIO Vice President J. C. Turner, president of the Operating Engineers, spoke as a member of the party's Commission on Platform Accountability, which was set up after the last convention, largely in response to labor concerns.

The commission's report, on which Turner spoke, set up procedures to identify the party's legislative commitments and report on the performance of Democratic members of Congress on the legislative goals. It also incorporates as a permanent "credo" of Democratic principles a commitment to a full-employment economy and "a society where all workers are guaranteed without question the legal right to join unions of their choosing and to bargain collectively."

Other presentations

In other presentations from the convention podium:

● AFL-CIO Vice President Glenn E. Watts, president of the Communications Workers, literally "blew the whistle" on the Reagan Administration.

His piercing blast on a pocket whistle was the opening of an address stressing the distinction between the Democratic Party's economic program and the Administration record. "We must make that distinction clear in the coming campaign," he emphasized.

● AFL-CIO Vice President Gerald W. McEntee, president of the State, County & Municipal Employees, spoke from the convention podium of the damage inflicted by President Reagan's mangling of "human services, education, women's rights and civil rights programs."

● Bricklayers President John T. Joyce, co-chair of the Democratic National Committee's Labor Advisory Council and a federation vice president, warned that Reagan Administration assaults on federal labor law and worker rights threaten a return to "the law of the jungle" in labor-management relations. A Democratic administration is needed to shape a new "compact" for industrial peace, he urged.

● Joyce Miller, in her role as head of the Coalition of Labor Union Women as well as vice president of the AFL-CIO and the Clothing & Textile Workers, spoke of the stake of working women in a Mondale-Ferraro victory. "Never before has the choice between the two parties been so clear," she declared. The Reagan Administration has wiped out hard-won gains while "the Democratic platform addresses the concerns of women."

Another woman member of the AFL-CIO Executive Council, Barbara Hutchinson of the Government Employees, spoke during the platform debate.

● AFL-CIO Vice President Albert Shanker, president of the Teachers, accused the Reagan Administration of cutting back successful programs that have been responsible for raising the test scores of the most disadvantaged students. Such programs should be expanded, not destroyed, Shanker urged.

San Francisco unions send a message

Continued from Page 1

ecutive Sec.-Treas. John F. Henning of the California AFL-CIO, the leaders of the area central bodies, and state and regional officials of two unaffiliated unions that had key roles in the 1934 strike—the Teamsters and the West Coast Longshoremen.

Presidents of a number of AFL-CIO unions were in San Francisco for the Democratic convention and marched with their local members.

A sea of placards, many of them handmade, left no doubt of the labor movement's unity against the Reagan Administration policies. And proud and happy trade union women made sure that no Walter Mondale for President sign was without its Geraldine Ferraro sticker. The sponsoring groups had intended the celebration as non-partisan, but the buoyant union members chanted their preferences along the parade route.

Continuing battle

At the Civic Center Plaza, where the line of march ended, Kirkland spoke of the battle for trade union rights half a century ago—and of the battle still going on.

Violence against workers exercising their trade union rights was overcome in San Francisco 50 years ago, but it has been faced by hotel strikers in Las Vegas and by Phelps Dodge strikers in Arizona in the present day, he noted.

And throughout the industrial scene, he said, the mission of the new "labor-management consultant" is the same as that of an earlier era's "hired goon." It is "to bust unions and destroy collective bargaining."

Kirkland affirmed labor's demand for "a government that serves the interests of all the people, not just the privileged few."

Ronald Reagan's Administration hasn't provided that government, Kirkland said. "So we must do our duty as trade unionists and as citizens by marching to the polls and voting for our ideals and principles."

Poland halts 'sham' trials of unionists

A Polish military court put off the trial of four leading members of the workers' rights group KOR, a forerunner of Solidarnosc, pending a decision in Poland's parliament on an amnesty for political prisoners.

Announcement of the suspension came in the second day of hearings against the four dissidents in Warsaw. Their trial was branded a "sham" by AFL-CIO President Lane Kirkland, "an arrogant affront to world public opinion."

Kirkland noted that the trials got under way at the same time that Poland's communist regime was seeking favorable credit terms from the West.

"The Polish government is not entitled by right to any economic favors from the United States," Kirkland said. "The American people will not support any aid to the Polish regimes so long as it scorns their deepest values—which are also those of the Polish people.

"General Jaruzelski obviously believes that democratic resolve throughout the world will flag in the face of his relentless persecution of Polish freedom fighters. He is wrong."

Conspiracy charges

The trials of the four key KOR leaders, began July 13. They had been charged with plotting to overthrow Poland's socialist system by force.

The presiding judge in the case said that in view of the government's announcement on July 17 that there would be a pardon of political prisoners in connection with the 40th anniversary of communist rule in Poland the trials were adjourned. There was still the possibility that the defendants may not be covered by the amnesty, however, because of reported opposition among communist hardliners to dropping the charges.

The amnesty announcement coincided with the conviction of Bogdan Bujak, a former Solidarnosc member, on charges he led an anti-state demonstration. He was given an 18-month jail sentence.

At DPE conference on women are, from left, Anne Nelson of Cornell, AFL-CIO Vice President Barbara Hutchinson, DPE Executive Director Jack Golodner and IUE Education & Women's Activities Director Gloria Jackson.

Female professionals show growing support for unions

Female professionals are turning to unions in increasing numbers—a trend that portends vital gains for women workers and a stronger labor movement, a conference sponsored by the AFL-CIO Dept. for Professional Employees concluded.

The three-day session at the George Meany Center for Labor Studies drew some 60 staff members from 16 AFL-CIO affiliates who explored a wide range of issues affecting white-collar women workers, including organizing, pay equity, new technology and sex discrimination.

Gloria Johnson, director of education and women's activities for the Electronic Workers, told the conference that with the surge of women into the workforce—and mostly into "white-collar" jobs—assuring that women workers can organize unions and bargain for fair contracts is critical to the future growth and strength of the entire labor movement.

She pointed out that within the fast-growing category of white-collar jobs, professional and technical jobs are expanding at a rate of about 4 percent a year, and about 63 percent of all white-collar workers are women. There are already more women than men in professional and technical jobs who carry union cards. Johnson chairs the DPE committee on salaried and professional women.

In a keynote address to the conference, AFL-CIO Sec.-Treas. Thomas R. Donahue stressed that one of the major organizing tasks of the labor movement is to "inform female professional and technical workers that through collective bargaining and trade unions the issues of pay equity and career advancement are being addressed."

Working for change

He underscored the importance of working for political change now to clear unfair obstacles to organizing.

AFL-CIO Vice President Barbara Hutchinson scored Reagan Administration policies that have spelled setbacks for women.

Four more years under this Administration could be a disaster for women, Hutchinson warned, pointing out that among other factors, a re-elected President Reagan could appoint as many as five Supreme Court justices, intensifying the conservative grip on the high court that has already meant adverse decisions for all working people.

Hutchinson is the women's department director of the Government Employees.

Ann Nelson of Cornell University's School of Industrial & Labor Relations told the participants that a key to organizing women workers is overcoming the "Lone Ranger" mentality and demonstrating that many goals on the job can be accomplished through the union.

Sharon Stout, also of Cornell, pointed out that in the category of professional and technical jobs—where women are increasingly employed—the win rates in National Labor Relations Board elections have been higher than in any other job category.

Union staff members at the conference also participated in a series of workshops including a panel discussion of key issues in organizing chaired by Lela Forman, director of women's activities for the Communications Workers, with Kerry Korpi of the State, County & Municipal Employees and Sandy Wiesmann of the Teachers.

Focus on communications

A panel on communications was led by Louise Walsh of the DPE with Sandra Porter of the National Commission on Working Women, Nina Roscher of the American Chemical Society and Judy Schub of the National Federation of Business & Professional Women's Clubs.

Miki Yara of the Professional Athletes led a discussion on contract language with Ellen Scully of the Service Employees, President Linda Puchala of the Flight Attendants and Joanne Riggs of AFGE.

New technology was discussed by Ruby Hawkins of the Auto Workers on a panel with Delma Bagley of the Food & Commercial Workers, Kay Peters of the Screen Actors and Roger Newell of AFT, and pay equity was addressed by Attorney Christine Owens.

Court limits workers' rights in choosing bargaining agent

A 4-3 Supreme Court decision involving New Jersey's regulation of its gambling casinos has limited the federally-protected right of workers to choose their own representatives.

At issue in the case was the scope of a 1977 law paving the way for legalized gambling in Atlantic City. It included provisions barring persons with organized crime "associations" from holding office in any union representing casino employees.

Unions covered by the law were required to register with the state's Casino Control Commission. If the commission disqualified a union officer, it could enforce its ban by barring the union from receiving dues from any member employed by a hotel casino or collecting employer payments for pension and welfare funds.

HERE local

Local 54 of the Hotel Employees & Restaurant Employees, which was involved in the case, had represented hotel and food service employees in Atlantic City almost from the turn of the century and bargained for some 12,000 workers, including about 8,000 employed by casino hotels. None of its members was employed in a job directly involving the gambling operations.

A Casino Commission investigation of officers of the local was marked by procedural controversy — in one case over the ability of a terminally ill officer to testify. Another challenged local union officer offered to answer any questions so long as his attorney could be present, but the offer was refused by the authorities.

The commission nevertheless ruled three officers disqualified to serve and barred the union from collecting dues so long as they were in office.

In response to the union's legal challenge the U.S. Court of Appeals for the 3rd Circuit held that the state was precluded from barring the union from functioning as a representative of the casino hotel workers by federal labor law and ERISA, the federal pension reform law.

Decision partially overturned

It was this appellate court decision that the Supreme Court overturned in part.

The four-member Supreme Court majority held that the state could set standards to assure that unions will be free of organized crime influence without infringing on federal labor law. But it sent back for further consideration by the lower courts the determination of whether the dues collection ban would so incapacitate the local as to prevent it from carrying out its bargaining function.

Three dissenting justices asserted that it was obvious that a union that can't collect dues is unable to function effectively and therefore the state law infringes on the federally protected right of the workers to a bargaining agent of their own choosing.

The dissenting opinion was written by Justice Byron R. White, joined by Lewis F. Powell, Jr., and John Paul Stevens.

The prevailing opinion was written by Justice Sandra Day O'Connor, joined by Chief Justice Warren E. Burger, Harry A. Blackmun and William H. Rehnquist.

Two justices—William J. Brennan, Jr., and Thurgood Marshall—did not participate in the case.

Convair pact ends walkout by Machinists

San Diego—The Machinists ended a 13-day strike against General Dynamics Corp.'s Convair division, overwhelmingly approving a new three-year contract.

The new agreement, covering some 4,200 workers at Convair plants here, at Vandenberg Air Force Base, Calif., and Cape Canaveral, Fla., is comparable with others negotiated this year in the aerospace industry, IAM negotiator William Weigand said.

"We took no concessions. We got a settlement and I think we got the company's attention," he said.

Under the contract, employees will receive lump-sum payments equal to 3 percent of pay in each of the first two years of the agreement, followed by a 3-percent general wage increase in the final year. Quarterly cost-of-living adjustments of 1 cent for each three-tenths of a point rise in the consumer price index continue as under the old contract.

Full coverage

Also, the company now will pay the entire cost of medical care coverage. Employees formerly contributed about $10 per pay period. Monthly pension benefits will rise from $14 multiplied by years of service to $16 in the first year and to $18 in 1986. Dental coverage also was increased.

The major sticking points in the strike were the company's insistence on smaller pension improvements and for continued worker contributions for medical coverage.

Weigand said that the contract was ratified by 86 percent of those voting. The old contract expired on Apr. 29, but the parties agreed to keep it in force while negotiations continued.

Convair makes cruise missiles, Centaur rockets and aircraft parts.

Democratic plank endorses national health insurance

The Democratic Party reaffirmed support of comprehensive national health insurance in adopting its 1984 platform, AFL-CIO Social Security Director Bert Seidman stressed.

In a letter refuting suggestions by Washington Post writers that the platform ignored the issue, Seidman pointed out that the document contains clear and explicit language on the commitment to the health insurance goal.

Seidman's letter quoted from the platform's section on "Economic Justice: Keeping Our Commitments" which specifies under its health section:

Controlling costs

"As Democrats, we believe that quality health care is a necessity for everyone. We reaffirm our commitment to the long-term goal of comprehensive national health insurance and view effective health care cost containment as an essential step toward the goal.

Health cost containment must be based on a strong commitment to quality of service, delivery and care."

The AFL-CIO and the Democratic Party have shared a commitment to national health insurance "since the days of Harry Truman," Seidman emphasized.

The AFL-CIO recognizes, he said, that the first step to enactment of national health insurance is effective health care cost control.

Seidman praised the party's platform for its "recognition of the realities of 1984, which include the need to restore the damage and right the wrongs perpetrated by the Reagan Administration."

The same reaffirmation of commitments—and concern over damage done by the Reagan Administration—are found throughout the Democratic platform's planks on social issues.

AFSCME study finds

Balanced budget plan would stifle economy

A balanced budget constitutional amendment would throw the economy into a tailspin and bring about double-digit unemployment within two years, according to a study commissioned by the State, County & Municipal Employees.

The constitutional amendment proposal, which the House rejected two years ago, is back in the news as conservative sponsors push it as an election-year ploy to take the heat off President Reagan for his succession of record budget deficits.

But if the balanced budget requirement had been written into the Constitution, the last recession would still be with us, according to the study by Data Resources, Inc. And by projection of economic trends, adoption of the amendment in the 1987 fiscal year would throw 5 million people out of jobs within two years.

AFSCME President Gerald W. McEntee said the union commissioned the study because too little attention has been given to the impact of a constitutional balanced budget requirement on the national economy.

"The forecast is frightening," he said.

Taxing restrictions

The projection assumes that the conservative supporters of the amendment will resist any increase in taxes, compelling drastic spending cuts in order to balance revenues and expenditures. And in fact, the congressional resolutions proposing the constitutional amendment also contain restrictions on the taxing authority of Congress.

The study concludes that such an amendment would bring "immediate and severe recession" with record unemployment rates and a loss to the economy of more than a trillion dollars of output over the three years. The report added:

"Without a dismantling of our defense program, social security and other large domestic programs would have to be gutted to cut spending by such an amount. Conversely, without a dismantling of the social security system, our defense program would have to be gutted."

Annual spending cuts of from nearly $300 billion to $400 billion would be needed, the study estimates.

In either event, there would have to be "extraordinarily deep cuts in programs considered essential by the American people." The study warns that "millions of people will lose their jobs, tens of millions of poor and elderly will suffer the loss of reduction of benefits and almost all communities will suffer from lost services and increased taxes."

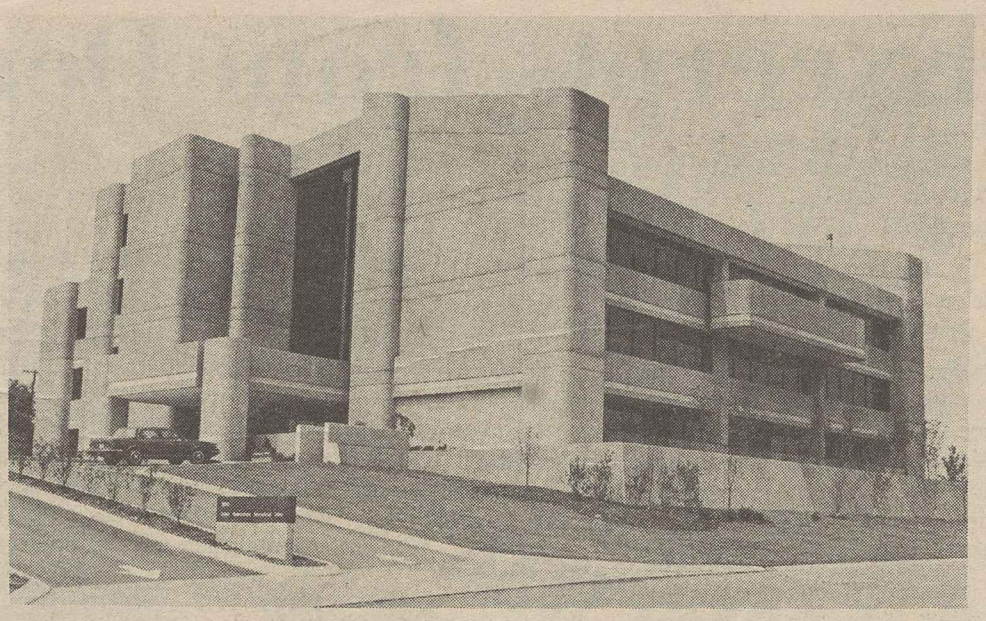
Reduced aid

Another byproduct, the study suggests, would be major reductions in federal aid to state and local governments, forcing cuts in public services. Further, the decline in the economy would reduce state and local tax revenues substantially.

Advocates of a balanced budget amendment have been using the threat of a constitutional convention called by petition of 34 states as a prod to get Congress to initiate the amendment. There is no time limit in the Constitution for the state petitions and 32 states have passed resolutions seeking a constitutional convention, although some of the actions may be subject to challenge.

A discharge petition campaign is under way in the House to force the Judiciary Committee to bring the balanced budget amendment to the floor for a vote.

In a recent letter to House members, AFL-CIO Legislative Director Ray Denison urged House members not to sign the petition and to oppose such an amendment. "We view this drastic proposal as a serious threat to America's constitutional and economic well-being," Denison said.



New Paperworkers' HQ

Nearly 1,000 members, visitors and guests joined in ceremonies dedicating the Paperworkers' new headquarters building in Nashville, Tenn. The 70,000-square-foot facility featuring a four-story atrium was dedicated during the union's centennial year. UPW President Wayne E. Glenn, at the ribbon-cutting ceremony, pledged to use the structure to enrich "the lives of all our members."

Railroad panel outlines plan to boost unemployment fund

Labor, management and public members of the Railroad Unemployment Compensation Committee reached a qualified consensus on steps needed to strengthen the system's financing.

The disagreement that wasn't resolved was whether the system should remain independent, as the union members urge, or be phased in with the feedral-state unemployment system that covers most other workers, as management wants.

There is unanimous agreement, however, that the Reagan Administration's proposal for merging the two systems should not be enacted.

The committee, set up by Congress last year as part of legislation dealing with funding of the Railroad Retirement System, is headed by the public member, Robert J. Myers, who had been director of the National Commission on Social Security Reform.

Myers sided with the two union members—President Richard I. Kilroy of the Railway & Airline Clerks and President John F. Sytsma of the unaffiliated Locomotive Engineers—on the desirability of maintaining an independent system that would continue to cover both unemployment and sickness benefits for railroad workers.

The two employer members, while favoring a merger, joined in the consensus recommendations that were proposed on the assumption that an independent system will be continued.

The consensus plan covers the technicalities of fund transfers, loans and repayment between the retirement account and the unemployment insurance account, both of which are administered by the Railroad Retirement Board.

It calls for indexing of the wage base on which the railroad unemployment insurance tax is paid, a surcharge when the reserves are at a low level, and a federal one-time grant of $135 million which is described as equalization for "past preferential treatment given to the state unemployment insurance systems."

UAW hails formaldehyde ruling

Detroit—The Auto Workers welcomed a federal court decision on formaldehyde because it "supports our belief that the politically oriented leadership of OSHA (Occupational Safety & Health Administration) has violated its duty to protect workers against job hazards."

Dr. Frank Mirer, director of the UAW health and safety department, said, "We're happy the judge agreed with the point we have been making all along—that OSHA failed to treat our petition according to the law, and he came very close to saying what we have said that the decision not to provide workers protection against formaldehyde was politically motivated."

The U.S. District Court for the District of Columbia in its July 2 ruling ordered OSHA to reconsider its denial of a petition by the UAW and 14 other unions for an emergency standard on formaldehyde.

The rulings, by Judge John Lewis Smith, also directed OSHA to reconsider its decision to refrain from initiating permanent rulemaking proceedings.

The UAW's suit had requested that the court order OSHA to implement an emergency standard and begin rulemaking. Mirer said the judge should have gone farther and ordered the emergency standard and added, "The UAW will continue to pursue every means of insuring that Reagan's OSHA acts responsibly and complies with its stated goal of protecting the health and safety of workers."

The 15 unions petitioned OSHA in October 1981 for an emergency standard, citing evidence that formaldehyde may pose a cancer risk to humans. In January 1982, OSHA rejected the petition on the basis that it felt workers were not exposed to a "grave danger" in using formaldehyde, a condition which must be met in setting such emergency measures.

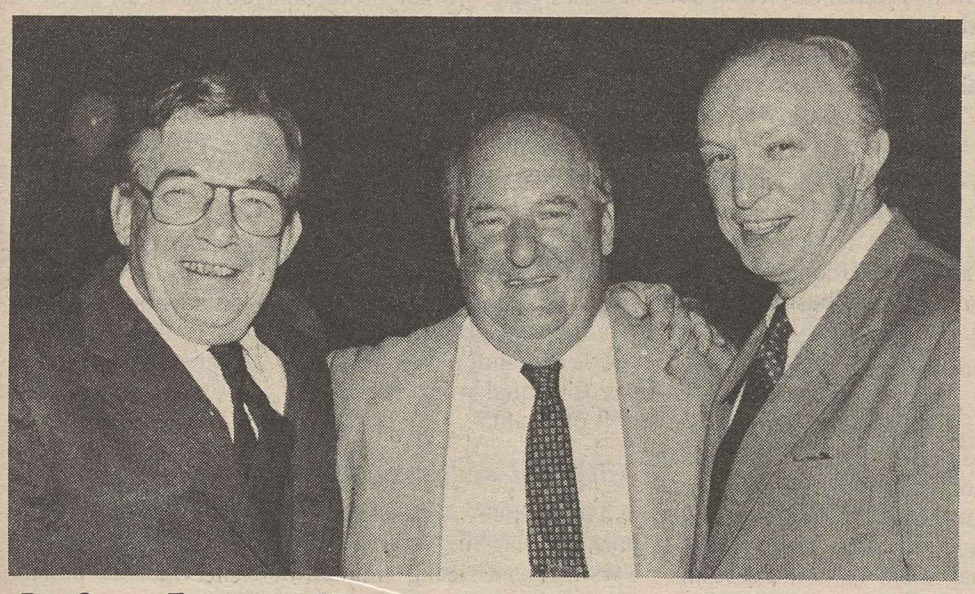
Judge Smith scored the agency's two-page denial letter for its many deficiencies. He also pointed to the nearly two-year period of the suit and the court's mandate to review the agency decision in light of its "record" on formaldehyde as of the time of the court suit.

"It is difficult to see how the statutory scheme would be advanced by either judicial order compelling OSHA to issue an emergency standard or a judicial blessing of OSHA's two-page denial," Judge Smith wrote, adding that "however, delay and doctrine should not allow OSHA to sidestep the serious questions posed by employee exposure to formaldehyde, nor avoid its obligation to adequately explain its actions."

Workers at risk

OSHA has estimated that 2.6 million workers are exposed to formaldehyde on the job. The pungent gas is usually marketed in water solutions and is used by wood preservers, embalming fluid workers, textile printers and anatomists and biologists. It is also used in products such as textiles, adhesives, foam insulation, fungicides, air fresheners, cosmetics, medicinals and toothpastes. It is a possible carcinogen in humans, associated with nasal cancers.

OSHA's standard currently limits exposure to 3 parts of formaldehyde per million parts of air, and was adopted for toxic effects other than cancer.



A fond goodbye

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas Donahue congratulate Tom Moran, Donahue's assistant, on his retirement June 30 after 43 years of service to the federation and one of its predecessor organizations, the CIO. Over that span Moran worked for John L. Lewis, Philip Murray, George Meany and William Schnitzler besides Kirkland and Donahue. Among other duties, he was the federation's personnel manager and convention coordinator. During his career, he organized and led CIO Office Employees Local 1695, and he was active in the Maryland/D.C. AFL-CIO and in COPE.

1985 Democracy Endowment funds put to conferees

The issue of funding for the new National Endowment for Democracy will be taken up by a House-Senate Conference Committee when Congress returns from its recess, July 23, and the AFL-CIO is rallying grass-roots support.

Legislative Director Ray Denison urged state and city central labor bodies to press their congressional delegations to back the highest funding level possible for the Endowment.

A federally financed, nonprofit organization, the Endowment was established by Congress to promote the evolution of democratic institutions—including free trade unions — in developing countries. The AFL-CIO Free Trade Union Institute is a participating organization.

The House recently voted to eliminate fiscal 1985 funding for the Endowment while the Senate voted to slash funding by $10 million to $21.3 million. The House-Senate conference committee must reconcile the differences between the two measures.

Denison, in calling for renewed lobbying for the funding measure, described the work of the Endowment and the Free Trade Union Institute as "an important endeavor."

Excerpts from Democratic Platform

Following are excerpts from the Democratic Party Platform adopted July 17, 1984, at the party's national convention in San Francisco.

A fundamental choice awaits America—a choice between two futures.

It is a choice between solving our problems, and pretending they don't exist; between the spirit of community, and the corrosion of selfishness; between justice for all, and advantage for some; between social decency and social Darwinism; between expanding opportunity and contracting horizons; between diplomacy and conflict; between arms control and an arms race; between leadership and alibis.

America stands at a crossroads.

Move in one direction, and the President who appointed James Watt will appoint the Supreme Court majority for the rest of the century. The President who proposed deep cuts in social security will be charged with rescuing Medicare. The President who destroyed the Environmental Protection Agency will decide whether toxic dumps get cleaned up. The President who fought the Equal Rights Amendment will decide whether women get fair pay for their work. The President who launched a covert war in Central America will determine our human rights policy. The President who abandoned the Camp David process will oversee Middle East policy. The President who opposed every nuclear arms control agreement since the bomb went off will be entrusted with the fate of the earth.

We offer a different direction.

For the economy, the Democratic Party is committed to economic growth, prosperity, and jobs. For the individual, we are committed to justice, decency, and opportunity. For the nation, we are committed to peace, strength, and freedom.

* * *

The Republican Administration has turned its back on basic industries and their communities. Instead of putting forward policies to help revitalize and adjust, Mr. Reagan tells blameless, anxious, displaced workers to abandon their neighborhoods and homes and "vote with their feet."

America's economic strength was built on basic industries. Today, in a changing economy, they are no less important. Strong basic industries are vital to our economic health and essential to our national security. And as major consumers of high technology, they are catalysts for growth in newly emerging fields. We need new approaches to ensure strong American basic industries for the remainder of this century and beyond.

Adequate roads and bridges, mass transit, water supply and sewage treatment facilities, and ports and harbors are essential to economic growth. For four years, the Reagan Administration has refused to confront adequately the growing problems in our infrastructure. Another term will bring four more years of negligence and neglect.

An America at work is a moral obligation as well as the most effective way to return our economy to a high growth path. Employed people stimulate the economy, their taxes pay for the expenses of government and their production adds to our national wealth. Moreover, the social and economic fabric of the nation will be strengthened as millions of Americans who presently are frozen out of productive and dignified employment become contributing citizens.

Full employment pledge

A Democratic Administration will pursue economic policies which provide the basis for long-term economic growth and will allow us to fulfill our commitment to jobs for all Americans who want to work. A key part of the effort will be reducing and eventually eliminating the deficits that currently form a dark cloud over the nation's future. In addition, monetary policy must be set with an eye to stability and to the strengths or weaknesses of the economy. Finally, we will pursue policies that will promote price stability and prevent inflation from breaking out again.

Ronald Reagan's tax program gave huge breaks to wealthy individuals and to large corporations while shifting the burden to low and moderate income families. The Democratic Party is pledged to reverse these unsound policies.

We will cap the effect of the Reagan tax cuts for wealthy Americans and enhance the progressivity of our personal income tax code, limiting the benefits of the third year of the Reagan tax cuts to the level of those with incomes of less than $60,000. We will partially defer indexation while protecting average Americans. We will close loopholes, eliminate the preferences and write-offs, exemptions, and deductions which skew the code toward the rich and toward unproductive tax shelters. Given the fact that there has been a veritable hemorrhage of capital out of the federal budget, reflected in part by the huge budget deficit, there must be a return to a fair tax on corporate income.

* * *

Social security is one of the most important and successful initiatives in the history of our country, and it is an essential element of the social compact that binds us together as a community. There is no excuse—as the Reagan Administration has repeatedly suggested—for slashing social security to pay for excesses in other areas of the budget. We will steadfastly oppose such efforts, now and in the future.

Help for education

Today, education in America needs help. But, the Reagan Administration offers misleading homilies about the importance of education while aggressively slashing education programs.

This is intolerable. We know that every dollar we invest in education is ultimately returned to us six-fold. We know that the education of our citizens is critical to our democracy.

There are four key goals that a Democratic program for educational excellence must address: strengthening local capacity to innovate and progress in public education and encourage parental involvement; renewing our efforts to ensure that all children, whatever their race, income, or sex have a fair and equal chance to learn; attracting the most talented young people into teaching and enabling them to remain and develop in their profession; and ensuring that all American families can send their children on to college or advanced training.

* * *

America cannot successfully compete in the world economy if a significant portion of our future work force is illiterate, unskilled, and unemployable.

The Democratic Party must give our young people new skills and new hope; we must work hand in hand with the private sector if job training is to lead to jobs. Specifically, targeted efforts are needed to address the urgent problem of unemployment among minority teenagers. We must provide job training for those who have dropped out of school, and take every step to expand educational opportunity for those still in school. We must recognize the special needs of the over-age-50 worker and the displaced homemaker. Through education, training and retraining we must reduce these dangerously high levels of unemployment.

Trade and industrial policies

A healthy U.S. auto industry is essential to a strong trade balance and economy. That industry generates a large number of American jobs and both develops and consumes new technology needed for economic vitality. We believe it is a sound principle of international trade for foreign automakers which enjoy substantial sales in the United States to invest here and create jobs where their markets are. This can promote improved trade relations and a stronger American and world economy.

We also believe U.S. auto makers need to maintain high-volume small car production in the U.S. With the U.S. auto companies' return to profitability (despite continued unemployment in the auto sector), we urge expanded domestic investment to supply consumers with a full range of competitive vehicles. We support efforts by management and labor to improve auto quality and productivity, and to restrain prices.

Where foreign competition is fair, American industry should compete without government assistance. Where competition is unfair, we must respond powerfully. We will use trade law and international negotiations to aid U.S. workers, farmers, and businesses injured by unfair trade practices.

We need industrial strategies to create a cooperative partnership of labor, capital, and management to increase productivity and to make America competitive once more. Our keystone industries must be modernized and rebuilt, through industry-wide agreements. Where necessary, through presidential leadership, we must negotiate industrial modernization and growth agreements that commit management to new domestic investment, higher levels of employment and worker training, as well as commit labor to ease the introduction of new technologies.

There must be a broad consensus and commitment among labor, business and financial institutions that industry should and can be assisted, and in a particular way. We believe that all parties to modernization agreements must contribute to their success and that the government must be prepared to use a range of tools—including tax, import, and regulatory relief, and appropriate financing mechanisms—to assist this revitalization. There should be a primary emphasis on private capital in any such agreements.

* * *

We will restore a strong Equal Employment Opportunity Commission and renew the commitment of the Department of Justice and the Department of Labor to enforce civil rights laws and executive orders. A Democratic Administration will, by vigorously enforcing laws and strengthening education and training opportunities, increase minority participation in the workplace and eliminate wage inequities which leave minorities at the bottom of the pay scale.

* * *

We will insist on pay equity for women. Today, white women who can find work earn, on average, only 62 cents for every dollar earned by white men. Black women earn only 58 cents for every dollar earned by white men, and Hispanic women only 56 cents. The earnings gap—and the occupational segregation of women which it reflects—extends to all women at every educational level, but is most pronounced among black and other women of color who are confronted by historical and contemporary racial barriers which transcend sex.

The Democratic Party defines nondiscrimination to encompass both equal pay for equal work *and* equal pay for work of comparable worth, and we pledge to take every step, including enforcement of current law and amending the Constitution to include the unamended ERA, to close the wage gap.

Labor law reforms

This nation established a labor policy more than a generation ago whose purpose is to encourage collective bargaining and the right of workers to organize to obtain this goal. The Democratic Party is committed to extending the benefit of this policy to all workers and to removing the barriers to its administration.

To accomplish this, the Democratic Party supports: the repeal of Section 14b of the National Labor Relations Act; labor law reform legislation; a prohibition on the misuse of federal bankruptcy law to prevent the circumvention of the collective bargaining process and the destruction of labor-management contracts; and legislation to allow building trades workers the same peaceful picketing rights currently afforded industrial workers.

We support the right of public employees and agricultural workers to organize and bargain collectively, and we will act to assure that right. Inasmuch as farm workers are excluded from coverage under the National Labor Relations Act, the Democratic Party recognizes the heroic efforts of farm workers to gain contracts and their right under the law to use boycotts as an effective tool to achieve such ends. We must restore to federal workers their First Amendment rights by reforming the Hatch Act. We must also protect federal and private sector workers from invasions of their privacy by prohibiting the use of polygraphs and other "truth test" devices.

In addition, the Mine Health Safety Act and the Occupational Health and Safety Act must be properly administered, with the concern of the worker being the highest priority. All efforts to weaken or undermine OSHA's basic worker protection provisions, or to shirk the duty to enforce them, are unacceptable and intolerable. For the victims of occupational disease, we insist on legislation to assure just compensation and adequate health care for these workers as well as vigorous enforcement action by OSHA to eradicate the causes of occupational disease.

All fair labor standards acts, such as the minimum wage and Davis-Bacon protections, must be effectively enforced. We reject the so-called "subminimum wage" as an appropriate tool of social or economic policy. We strongly oppose workfare which penalizes welfare recipients and undercuts the basic principle of equal pay for equal work. Workfare is not a substitute for a jobs program.

National security

There is no higher goal for the Democratic Party than assuring the national security of the United States. This means a strong national defense, vigorous pursuit of nuclear arms control, and a foreign policy dedicated to advancing the interests of America and the forces of freedom and democracy in a period of global transformation.

This will require new leadership, strong alliances, skillful diplomacy, effective economic cooperation, and a foreign policy sustained by American strength and ideals. And to hold the support of the American people, our leaders must also be careful and measured in the use of force.

EDITORIALS

The Beginning of Victory

THIS IS just the beginning. These are just the first fruits of political solidarity in action, and I am convinced that it will be the pattern of our political work in the future.

The burden and the task of leadership and of inspiration will be on the shoulders of two people . . . Walter Mondale and Gerry Ferraro. That is a strong ticket that represents and stands for the best ideals and aspirations of this country. And that ticket is going to win.

It has been a tough struggle. We anticipated that it would be a tough struggle at our convention last year, when we began the (endorsement) process we went through—starting with a thorough canvass of the feelings and views of the membership on the part of every affiliate of the AFL-CIO.

That canvass went on for months before the question was presented to the most representative body in the Constitution of the AFL-CIO, our General Board—a General Board enhanced not only by the presence of national and international union officers, but by the presence of representatives of state federations and city central labor bodies. Then it was put to the ultimate resolution and recommendation of the convention.

WE KNEW the job would not be easy, and we knew that the role of American trade unionism—the role of this movement of ours and its right to participate in American life—would in itself become an issue. The cold opportunists amongst those in politics would seek to exploit any negative view of trade unionism in this country that we have suffered and labored under all these years to their advantage. We expected that, and we knew that, in the last analysis, our chances for success did not depend upon the popularity of organized labor in American life.

We have always struggled for everything we have achieved in a relatively hostile public environment. That is a fact that we simply have to live with. There are ways in which we can be popular: Sell out our members. That would make us very popular with some segments. But because we stand and fight for our members, because we sometimes have to do those things which inconvenience the public or are misportrayed in the press, popularity is not likely to ever be the lot of the trade unionist.

We know that we speak for one of the broadest interests, one of the broadest bodies of the American people. We speak for those who do the work in this country, and we voice their aspirations. And this party in particular, this party meeting in convention here, can never flourish and can never achieve success if it turns its back on the working people of America.

That's why we're here: to see that they don't.

EARLY ON, the popular wisdom was that it would all be over after a few states had their primaries and caucuses. And we're sometimes as big a damn fool as anyone else. We tended to believe that. We stressed our efforts in the earlier states and just did not pay sufficient attention to those that were later on down the line. We had to do a fast recovery under the most adverse circumstances.

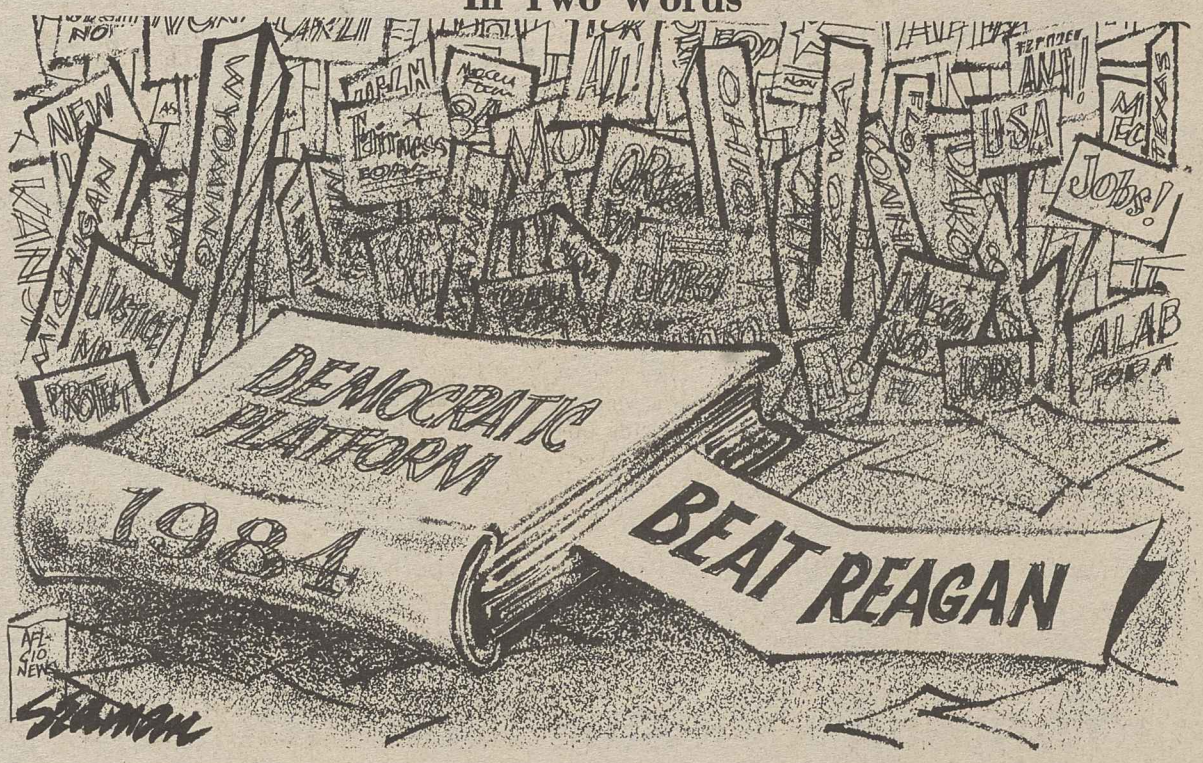
There was a time when I'm sure we all felt like the crew on a ship that was anchored off a lee shore with the engine down, a gale coming up and the anchor dragging. We just had to find a little bit of good holding ground until we could get that steam back up. We did find that holding ground, just long enough to get our steam back up and get those engines going and get back on the road to victory.

And that's a tribute to you. In our most difficult period, when the outlook was the bleakest and it looked as though we might be headed for the rocks, nowhere in the trade union movement did I ever hear of a single person who ever lost heart and said we ought to abandon ship and forget the whole thing.

There was resolve and a recommitment and a greater determination, and that's what brought us to where we are today. That's what's going to bring us victory in November this year.

—AFL-CIO President Lane Kirkland at union member-delegates caucus, Democratic National Convention, July 16, 1984, San Francisco, Calif.

In Two Words



Washington Window

Several million jobless shut out from benefits

By Press Associates, Inc.

The Labor Dept.'s encouraging news that the nation's unemployment rate dropped to 7.1 percent in June was accompanied by discouraging news for the millions of jobless Americans.

Of the 8.6 million jobless people who are supposed to be covered by the unemployment insurance program, only 2.5 million are receiving jobless benefits—fewer than 30 percent. More than 6 million unemployed workers aren't getting the benefits.

This is the lowest percentage of unemployed receiving benefits in the nearly 50-year history of the federal-state jobless insurance system, the Center on Budget & Policy Priorities noted in an analysis based on Labor Dept. statistics.

While the nation's unemployment rate has declined sharply from the postwar records set by the Reagan Recession, today there are more unemployed workers without jobless benefits than during the worst of the recession. In November 1982, 5.9 million jobless workers received no compensation. In June 1984, 6.1 million of the unemployed received no benefits.

The problem lies mostly with the budget cuts pressed by the newly elected Reagan Administration and passed by Congress in 1981.

Reagan-imposed restrictions

Just before the economy began sinking into its deepest and longest recession since World War II, jobless benefits were cut in duration and new eligibility restrictions were imposed. Specifically, the formula for triggering extended benefits within a state was radically altered.

An example of the unfairness and irrationality of the new formula is West Virginia, whose extended benefit program triggered "off" in April despite a state jobless rate approaching 16 percent. Currently only two states, Idaho and Alaska, provide extended benefits.

To make matters worse, many states imposed new eligibility rules and cut back benefits as their recession-battered trust funds sank into the red and had to borrow from the federal Treasury at high interest rates.

Because of cutbacks and inflation, there has been a 35-percent erosion in buying power of jobless insurance payments to long-term jobless workers over the past 10 years. The average weekly payment in 1983 was $120 a week—only 40 percent of average wages in industries covered by the system.

Bleak picture

While the overall June unemployment rate is the lowest since April 1980, the picture is considerably gloomier for the long-term jobless than it was four years ago. In June, the number of long-term unemployed—those out of work over six months—held steady at 1.6 million, up nearly one million over April 1980.

Also, the number of workers too discouraged about the job market to look for work, and not counted in the official jobless rate, has held at about 1.3 million since the beginning of the year, up 340,000 since April 1980.

Organized labor long has urged Congress to enact a permanent program of federal supplemental benefits with a maximum duration of 65 weeks. It has said that state triggers either should be eliminated or total unemployment, not insured unemployment, should be used as the trigger.

Labor also has suggested a system of federal reinsurance to help state trust funds meet extraordinary costs of high unemployment.

Finally, labor has called for federal minimum benefit standards. Meanwhile, it has urged states to remove harsh eligibility provisions and to restore, if not increase, weekly benefit amounts and benefit duration periods.

Many of those without benefits have been twice victimized—first by the Reagan Recession and then by the Reagan cutbacks. They need help.

AFL-CIO news

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ACTWU Health & Safety Director Eric Frumin shows reporters the type of paper dust mask OSHA wants to require asbestos workers to wear instead of mandating that companies meet more effective clean air standards.

Proposed asbestos limits hit as allowing 'needless deaths'

Excessive levels of exposure to asbestos that the Reagan Administration would permit will lead to "untold needless deaths," the Clothing & Textile Workers warned.

Testifying at Occupational Safety & Health Administration hearings, ACTWU Safety Director Eric Frumin said the proposed standard's exposure limits are inadequate to protect workers from asbestos-caused cancer and lung disease in workers and members of their families.

Frumin, who called the proposal "a fraud," also assailed OSHA's plan to offer employers the option of making paper dust masks the primary workplace exposure control device instead of engineering controls to clean asbestos-laden air.

The Reagan OSHA proposal caters to employer pressures for the use of disposable respirators instead of engineering controls and is "a cruel hoax, completely at odds with the accepted definition of permissible exposure limits" in the medical, scientific and legal communities, Frumin asserted.

Disease victims

In his testimony at the OSHA hearings, and at a news conference beforehand, Frumin introduced three ACTWU members suffering from asbestosis, two of whom have worn the paper respirators.

James Simmons, 68, one of hundreds of asbestosis and cancer victims who worked at the now defunct UNARCO plant in Paterson, N.J., told the agency that after the asbestos plant closed in 1954, signs of the diseases began showing up in workers as years passed. Simmons, who is now totally disabled from the disease, said he helped initiate the series of medical examinations conducted by Dr. Irving J. Selikoff of Mt. Sinai School of Medicine which formed the basis of the doctor's landmark study that identified asbestos as an extremely dangerous job hazard.

Shirley Thomas, 45, of Charleston, S.C., still employed at R. M. Industrial Products Co., testified that she breathes in asbestos daily on the job even though she wears a respirator.

Thomas said she continues to work at the plant in spite of her illness because she knows she could not pass a physical for a job elsewhere, and she needs the medical benefits she receives.

The respirator . . . "did not stop the dust from getting into my nostrils and my mouth, and spreading into my lungs," Thomas said, describing herself as "victim of a lie . . . a victim of the respirator, too."

Branded a gimmick

Earlier in the same OSHA hearings, which began June 19, the AFL-CIO and a number of its affiliates scored the proposed asbestos standard as having "nothing to do with worker protection," instead serving as "merely a public relations gimmick."

Although the proposed standard would lower the exposure limit from the current 2 million fibers per cubic meter to somewhere between 200,000 to 500,000 fibers, the AFL-CIO and its affiliates want an exposure limit of no more than 100,000 fibers.

Labor also wants a 50,000-fiber level to trigger medical surveillance, a separate standard for the construction industry and requirements that engineering and work practice controls will be the primary means for control.

Frumin charged that the proposed OSHA standard fails to provide any requirements for regular plant monitoring of asbestos dust levels, for worker education or for medical examinations in spite of evidence that the substance is known to be dangerous "in the most minute amounts."

Unions leave table

Postal talks stymied by pay freeze demand

All four unions representing nearly 600,000 employees of the Postal Service broke off contract talks, and vowed to stay away from the bargaining table until management began negotiating "in a meaningful way."

President Vincent Sombrotto of the Letter Carriers and President Moe Biller of the Postal Workers, the two largest unions, said that USPS "has not gotten off dead center yet on the economic garbage they handed us."

Sombrotto added: "We've given them an ultimatum. The ball is in their court."

The two unions bargain together for one contract. Two other unions, the Mail Handlers division of the Laborers and the unaffiliated Rural Letter Carriers, bargain with the USPS for separate contracts. The joint APWU-NALC contract covers over 500,000 workers and constitutes the largest single collective bargaining agreement in the country.

The major sticking point in the negotiations has been the Postal Service's demand for a three-year wage freeze for current employees and a one-third reduction in the scale for newly hired workers. There are also differences among the parties over a cost-of-living adjustment.

Wage package

The APWU and the NALC have proposed wage and benefit increases totaling more than 10 percent in the first year of a three-year contract and 4 percent in each of the second and third years.

"They've got to come up with something in terms of money or working conditions," Biller said as talks broke off.

Sombrotto said that if USPS negotiators did not make "the first move" toward serious bargaining on the economic issues before current contracts expire at 12:01 a.m., July 21, the only two courses of action would be binding arbitration or a strike.

If the dispute were to go to arbitration, a federal fact-finding panel would be set up to study the impasse for 45 days. Sombrotto and Biller said they would delay any decision about a strike or arbitration until members could vote to authorize such actions at their annual conventions on Aug. 19.

Bargaining began on Apr. 24, but no significant progress had been made since then. Management's attitude all along has been that workers should be required to make concessions.

Biller, the APWU's chief negotiator, said "there is no reason whatsoever for givebacks," and observed:

"The Postal Service remains profitable and healthy and there is every reason to believe that it will continue to be so. The men and women who work for the service are responsible in part for this enviable financial position, and they deserve to share in the good times."

Management's claim

A major issue separating the parties is management's claim that Postal Service employees make substantially more than private-sector workers doing comparable work.

The average postal worker now earns $23,238 in basic salary, plus about $4,500 in premium pay and benefits.

"When you compare us with union workers in major companies, our pay is very reasonable," Sombrotto observed.

"If management wants to reach an agreement, they must tear up their economic proposal and put a serious one on the table," Biller and Sombrotto said. "We have told them before, and we'll tell them again—there will be no givebacks, cuts, or concessions of any kind."

Since 1971, when the Postal Service was established, postal employees have had the right to bargain through their unions for wages and benefits.

Consumer boycott pressed against big poultry processor

The AFL-CIO called on consumers to boycott turkeys processed by the Marval Poultry Co., in support of a seven-week-old strike against the Virginia firm.

The strike by some 600 poultry workers, represented by Food & Commercial Workers Local 400, began on June 4 after their contract expired. Marval, the world's largest turkey processor, handles 200 million pounds a year.

"The key issue in the strike is working conditions," Local 400 President Thomas McNutt told a Washington news conference. "The conditions there are incredible."

The Landover, Md.-based local and Marval enjoyed harmonious relations for nearly 30 years until the firm was bought in 1981 by Rocco Enterprises, a Virginia food conglomerate. Working conditions have deteriorated to the point where the safety and health of the workers are endangered, McNutt said.

Eight Marval workers at the news conference described the oppressive and intolerable conditions brought on by speedups on the production line. McNutt termed the conditions a "return to the days of the industrial dark ages," and charged Rocco's plan is to destroy the union.

"We believe that informed consumers, armed with the facts about how Marval imposes oppressive working conditions on its employees, will refuse to buy Marval products," UFCW President William H. Wynn said in a statement read by McNutt. Wynn declared that the Marval workers' struggle for basic human dignity "is our fight as well."

28 brand names

Marval products — turkeys, turkey breasts and turkey rolls—are sold under 28 brand names primarily in grocery chain stores east of the Mississippi, with the major market centered along the East Coast. Some of the brands are Marval, Manor House, Esskay and Rockingham.

Workers reported that conditions inside the plant at Dayton, Va., are so poor and work rules so stringent that many are not allowed to leave the production line to go to the bathroom or receive medical attention. The local said that the accident rate has nearly tripled since Rocco took over the plant.

Seventy percent of Marval's workforce is made up of women earning between $5 and $5.60. an hour.

Hospital strikers fight 'givebacks'

New York—Nearly 50,000 members of District 1199 of the Retail, Wholesale & Dept. Store Union remain on strike against 71 hospitals and nursing homes in New York City and Long Island and no new bargaining sessions are scheduled.

The strike began July 13, two weeks after the old contracts expired, and involves primarily orderlies, technicians, nurses' aides, housekeepers and clerks. At five of the non-profit private hospitals that belong to the League of Voluntary Hospitals & Homes, nurses represented by District 1199 have struck in sympathy with their fellow workers.

District 1199 Treas. Telbert King explained that the League, along with the Association of Voluntary Nursing Homes, is seeking severe changes in the contract that amount to benefit "givebacks" and the two sides also remain far apart on economic issues.

King said the hospitals and nursing homes want to assert subcontracting rights, increase the probationary period while lowering probationary pay, eliminate longevity steps, halve the training fund contribution and pay benefit costs on a flat rate rather than a percentage basis.

The union is pressing for a 10-percent annual wage increase, a guarantee of every other weekend off, and language changes in other clauses.

Independents struck, too

Besides the walkouts against members of the two industry groups, several independent nursing homes were struck on July 16.

The hospitals and nursing homes are continuing to operate using non-union staff on 12-hour shifts, augmented by volunteers and relatives of the patients.

King said the union has an emergency committee on each picket line and should an emergency occur, the hospital administrators need only ask for help and the pickets will return to work to cover the emergency.

The hospitals have pressed for the New York state health commissioner, David Axelrod, to stipulate how much the state would underwrite any agreement by providing for higher rates under Medicaid and Blue Cross. Those insurance programs, with Medicare, provide about 95 percent of all hospital income.

New York Gov. Mario Cuomo, upon returning from the Democratic National Convention in San Francisco, said the state would not "guarantee" any wage increases for the hospital workers as it had in past contract negotiations.

The Cuomo Administration pointed to the new hospital reimbursement system as providing for prospective increases for the workers of 6.5 percent the first year and 6.2 percent the second.

The hospitals, however, have offered increases of only 4 percent annually. The union noted that delays in applying the increases each year and other "givebacks" would reduce the management wage offer to only 2.3 percent.

OSHA recess appointment sparks wide protest

By Arlee C. Green

President Reagan's recess appointment of Robert A. Rowland to head the Occupational Safety & Health Administration ignited a storm of protest in the Senate.

In expressing serious reservations about Rowland's qualifications, several senators decried Reagan's maneuver to bypass the Senate confirmation process to fill a job critical to the health and safety of workers.

The AFL-CIO branded Rowland "completely unqualified" to fill the key position.

Reagan sent his nomination of Rowland, who was chairman of the Occupational Safety & Health Review Commission, to the Senate for confirmation on June 28, one day before it recessed for the Democratic convention.

But three days before the Senate was to reconvene, the White House announced Rowland would receive a recess appointment, effective July 20. The maneuver would allow him to hold office through the 1985 session of Congress.

Sen. Donald W. Riegle (D-Mich.) charged that "enforcement of worker safety and health laws has suffered greatly under this Administration's agenda of regulatory abdication. In replacing a management consultant with a management lawyer, President Reagan has continued his frequent practice of placing people in these types of positions who do not enforce the law. America's workers should condemn this appointment."

Riegle cited Rowland's "limited and controversial experience in the field of occupational safety and health," and said a "thorough public review of his record is essential." He charged that Reagan's action avoids "the Senate's careful consideration of his nominee's qualifications."

Riegle termed Rowland's lack of experience "disturbing" and said a review of the record Rowland compiled as OSHRC chairman "should concern all citizens even more."

Sen. Edward M. Kennedy (D-Mass.) termed the appointment "a disservice to

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AFL-CIO news

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JULY 28, 1984

LEGISLATIVE ALERT!

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Postal Workers President Moe Biller, left, and Letter Carriers President Vincent Sombrotto prior to the breakdown of contract talks with the USPS.

Postal Service assailed on union-busting tactic

The Postal Workers and Letter Carriers denounced as outrageous the U.S. Postal Service's plans to unilaterally set up a two-tier wage scale that would slash wages for new hires to 23 percent below the current level.

APWU President Moe Biller called the move "a provocative, union-busting tactic," and NALC President Vincent Sombrotto warned that "it's not going to work, you can bet on that."

Sombrotto, in a bulletin to members, pointed out that "union members carried this Postal Service on their backs when times were tough, and now when there's a fat surplus they have the nerve to try to destroy the contract for new employees."

The move, which is supposed to affect workers hired after Aug. 4, "heightens the tensions" in the current contract talks between the USPS and four postal unions, the APWU said. Biller warned that the action "is a clear signal that the Postal Service and the Reagan Administration are out to push postal workers and their unions to the wall."

The new two-tier wage scale was one of the major reasons the postal unions walked out of negotiations last weekend, allowing contracts covering some 600,000 USPS workers to expire. The agency has also insisted on a three-year wage freeze for all employees.

Union negotiators refused to accede to management's demands, and the old agreements expired at midnight on July 20. In announcing the new wage plan, USPS said it was free to impose unilateral changes on its workers because the former contracts had lapsed.

But the unions said their lawyers are reviewing the move with an eye to a possi-

Continued on Page 3

Mondale tax stand challenges Reagan on credibility issue

By David L. Perlman

Walter F. Mondale positioned himself firmly in the American mainstream as he made the transition from contender for the Democratic nomination to his party's candidate for President of the United States.

In this election, Democrats aren't about to let a Republican Administration spawned by right-wing ideologues take over the political middle ground by default.

President Reagan has already tried to smear his political opponents as un-American. They're "so far left, they've left America," Reagan said in a Texas campaign speech.

Mondale's acceptance speech, like his selection of Geraldine A. Ferraro as the vice presidential candidate, was a bold departure from conventional politics.

The stakes were high. Except for a presidential debate, which still is not certain, it was likely to be the largest television audience Mondale will have for a major campaign address.

Sea of flags

The convention arena, where so many impassioned speeches had been delivered, provided a colorful backdrop—a sea of American flags waved by enthusiastic delegates. For a warmup, there was the genuine excitement of the history-making nomination of Geraldine Ferraro and her acceptance speech.

Mondale addressed his speech to the voters he must win over—those skeptical of politicians and campaign promises, the sometime Democrats who voted for Ronald Reagan four years ago.

There was no secret about Reagan's re-election strategy. The President and his surrogates would seek a rerun of the 1980 election, portraying the Democratic ticket as a return to the past. And Mondale's program would be dismissed as big spending and high taxes.

That in fact was the script that the President followed at a hastily called White House news conference after a public opinion poll showed a strong surge of support for the Democratic ticket. It gave Mondale a 48-to-46 edge over Reagan.

But Mondale had already moved the campaign up to 1984 by acknowledging frankly that the Democratic Party had gotten out of tune with the American

Continued on Page 5

Board to meet

The AFL-CIO General Board will meet in Denver on Aug. 19 "to prepare for the election campaign and to mobilize labor's support for endorsed candidates at all levels," Federation President Lane Kirkland and Sec.-Treas. Thomas R. Donahue announced in a notice to affiliates.

The General Board consists of members of the Executive Council, plus the president or other principal officer of each affiliated union and department. In addition, as was done at the General Board meeting last October that recommended a presidential endorsement, each state federation and local central body has been invited to send its principal officer.

The Executive Council is scheduled to meet in Denver, Aug. 20-22.

McMichen slate ahead in ITU election

Colorado Springs, Colo. — Challenger Robert S. McMichen has taken a commanding lead over incumbent Joe Bingel in the re-run election for the presidency of the Typographical Union that is also a test of membership sentiment on whether the ITU should stay in the AFL-CIO or drop out to merge with the Teamsters.

The ballot counting for president and the union's other four top offices is under supervision of the Labor Dept., which ordered a repeat of the November 1983 contest after its investigation—requested by McMichen—turned up campaign violations.

In the re-run, McMichen, who has been ITU's first vice president, leads Bingel by 21,181 votes to 12,005 with almost 75 percent of the votes in. McMichen won the earlier race by 5,000 votes. He and a slate of challengers favor efforts to merge with another AFL-CIO union, such as the Graphic Communications Union, while Bingel and other incumbents want to bring the ITU into the unaffiliated Teamsters.

Other returns

In the race for secretary-treasurer, three-term incumbent Thomas W. Kopeck leads Robert E. Petersen, secretary-treasurer of ITU Local 101 in Washington, D.C., by 18,998 votes to 13,863.

Challengers are well ahead in two races for vice presidencies. Billy Joe Austin of the Denver local leads incumbent Vice President Robert L. Wartinger by 17,964 to 13,753, and Local 101 President William Boarman is leading ITU Rep. Ray Brown by 17,643 to 14,253. Both results are reversals of last year's election results.

Incumbent Allan J. Heritage is running unopposed for third vice president, a post reserved for the union's Mailers unit.

The unofficial tally is based on results from 441 of 502 locals, or about 33,000 of some 45,000 total ballots cast. Among ballots still to be counted are those from the New York and Canadian locals.

The Labor Dept. said it would certify the results by July 31.

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A 'labor statesman'

Joseph D. Keenan dies, political action pioneer

Joseph D. Keenan, former AFL-CIO vice president and retired secretary of the Electrical Workers who earned the title of "labor statesman" in his seven decades of service to the trade union movement, died of heart failure July 22 in Washington. He was 87.

Throughout his career, Keenan was deeply involved in civil rights issues, fair housing programs and political action, as well as serving as a close adviser to U.S. presidents. He has been recognized as an architect of the Committee on Political Education, and of the AFL-CIO's mortgage and housing investment programs.

In a message to his wife Jeffie, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said Keenan was "a spokesman and symbol of the American labor movement at its very best."

Keenan's "gifts of diplomacy and conciliation helped mightily to resolve conflicts and bring about the AFL-CIO merger of 1955," Kirkland and Donahue said. "His work as architect of Labor's League for Political Action laid the groundwork for this year's exercise in united political action."

His "unstinting efforts" on behalf of middle- and low-income workers "helped bring better, more affordable housing within the reach of countless Americans," they noted.

Kirkland and Donahue stressed that Keenan's work in mobilizing and securing fair treatment of construction workers during World War II "played a crucial part in maximizing America's war efforts and hastening victory," and they pointed out that after the war "his success in helping to revive the shattered unions of occupied Germany was no less vital a contribution to restoring democracy in postwar Europe."

Keenan joined IBEW Local 134 in Chicago as an apprentice in 1914, held his first union office there in 1923 and was elected its recording secretary in 1928. He was named IBEW international secretary in 1954. He retired from that office in 1976.

From 1937 to 1951, Keenan served as secretary of the Chicago Federation of Labor, and as World War II began, he was named as the AFL's representative on the National Defense Advisory Commission created by President Roosevelt to mobilize national defense efforts.

War effort

Later he became labor vice chairman of the War Production Board where he played a pivotal role in working out labor agreements that contributed to stable labor relations throughout the war.

As labor adviser to Gen. Lucius Clay in Germany from 1945 to 1947, Keenan helped rebuild the German unions that had been crushed by Hitler.

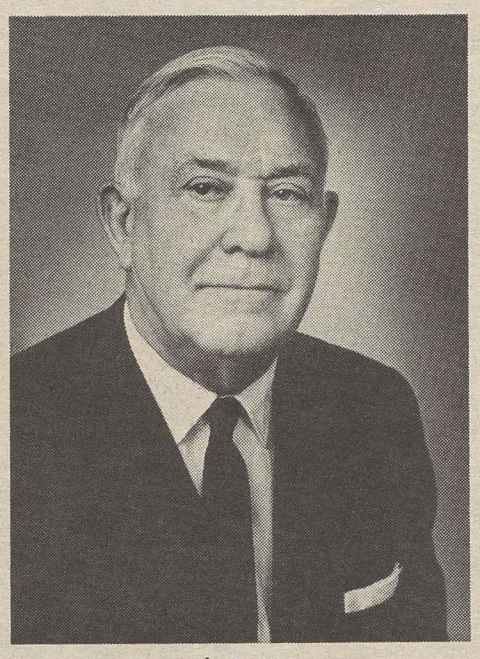
For his services, Keenan was awarded the nation's two highest civilian honors, the Medal of Freedom and the Award of Merit.

In 1948, Keenan became director of COPE's forerunner, the AFL Labor's League for Political Education. From 1951 to 1954, he also served as secretary of the AFL's Building & Construction Trades Dept.

A supporter of the merger of the federations, Keenan was elected to the Executive Council of the newly formed AFL-CIO in 1955 and was re-elected at each federation convention until his retirement. Among his key roles on the council was his chairmanship of the Housing Committee.

He also was president of the AFL-CIO Union Label & Service Trades Dept. from 1975 to 1979.

In addition to his wife, Keenan is survived by two sons, Joseph, Jr. and John. Funeral services were held July 26 at Holy Name Cathedral in Chicago, and burial was at All Saints Cemetery, Des Plaines, Ill.



Joseph D. Keenan

Louisiana labor reopens push on agency shop law

Baton Rouge, La.—The Louisiana AFL-CIO wasted no time in cranking up a campaign for passage of an agency shop measure in the 1985 session of the state legislature after the house voted down the bill by a three-vote margin.

President Victor Bussie of the state labor federation attributed the 49-52 loss to the lack of support from Gov. Edwin Edwards despite his earlier assurances.

The bill, which the Senate adopted by one vote, would have amended the state "right-to-work" law to allow certified unions to bargain with employers for clauses requiring payment of service fees by nonunion employees.

The House defeat of the measure rules out the possibility of it being reintroduced in this session of the legislature.

Bussie said the National Right to Work Committee brought a task force of lobbyists into the state in the drive to kill the measure by pouring $300,000 into an advertising blitz against it.

Bakery Workers negotiate pattern accord for 8,000

Cincinnati—The Bakery, Confectionery & Tobacco Workers won new three-year agreements with Interstate Brands Corp. and ITT Continental Baking Co. which provide wage increases of 40 cents an hour each in the second and third years of the contract.

The agreement, retroactive to June 10, 1984, covers some 8,000 members directly and sets the pattern for an additional 5,000 BC&T members. Wages in the two units range from $9.80 to $10.45 per hour.

The union's eastern states bargaining team beat back the companies' demand for a two-tier health-benefit structure that would have reduced coverage for new hires, BC&T said.

Under the agreement, the companies will contribute 38½ cents per hour to maintain health benefits in the first year and an additional boost in the third year. On Jan. 1, 1985, the deductible will be increased to $200 from $100, and the contribution rate will be adjusted to reflect the change in the deductible.

On June 8, 1986, when the second wage hike takes effect, the companies will also increase the contribution rate to the level necessary to maintain the workers' existing benefits.

Pension contributions by the employers will be increased effective Jan. 1, 1987, to provide for an increase of $50 more per month in retirement benefits.

The pact also provides for an increase of from 10 cents to 20 cents over the life of the agreement in contributions to retirees' welfare benefits.

Economic data still emitting mixed signals

Uncertainty over the economy emerged in a government report showing workers' real average weekly earnings up a modest two-tenths of 1 percent in June and factory orders for durable goods off 3.2 percent.

The slight gain in earnings followed a 1-percent decline in May. Average weekly earnings before adjustment for price changes increased a seasonally adjusted four-tenths of 1 percent.

The consumer price index for urban wage earners and clerical workers (CPI-W)—the measure used to adjust for price changes—rose one-tenth of 1 percent seasonally adjusted in June.

The Bureau of Labor Statistics report showed real weekly earnings of nonsupervisory workers on private, nonfarm payrolls, expressed in constant, uninflated 1977 dollars, averaged $174.19 in June, compared to $173.77 in May and $171.57 a year earlier. But real wages remain well below 1979 levels.

Lower prices for gasoline and apparel helped offset continuing higher costs for medical care, entertainment, and for certain goods and services.

Medical costs

Medical care prices in June rose five-tenths of 1 percent, the same as in each of the previous two months.

The June drop in durable goods orders was the second decline in the last three months. Orders rose 4 percent in May, after a 6.5 percent decline in April, the biggest drop in four years.

Revised figures on the nation's total output of good and services showed the real growth rate in the first half of the year was higher than previously estimated. The gross national product (GNP) rose at an annual rate of 7.5 percent in the second quarter, down from a 10.1 percent rate in the first quarter.

NLRB order hits two N.J. dailies over 1981 lockout

The National Labor Relations Board ordered Allbritton Communications, Inc. to reinstate with back pay mailroom employees and newspaper deliverers who were unlawfully locked out at two New Jersey newspapers in 1981.

The board also ordered Allbritton to reinstate composing room employees who struck the company later that year but unconditionally agreed to return to work only to be rebuffed.

In the long-delayed 2-1 decision, however, the board reversed a 1982 ruling by an NLRB administrative law judge that Allbritton engaged in bad faith bargaining with Typographical Union Local 103 on a new contract for the composing room workers and that the firm must bargain with ITU's editorial members at the Paterson News and the Hudson Dispatch.

NLRB Member Don A. Zimmerman, in a partial dissent from the opinion of Chairman Donald L. Dotson and Member Robert P. Hunter, backed the administrative law judge's call for a remedial bargaining order for the editorial employees. The majority ruled that Allbritton made unlawful threats to these workers as they sought ITU representation but reversed the judge's finding that they were laid off because of their support for the union.

The NLRB had been harshly criticized for delaying its review of the judge's decision and securing the reinstatement of the workers. The ITU and the Newspaper & Mail Deliverers Union picketed the board's headquarters in Washington last year urging it to issue a decision.

In its decision, the board held that Allbritton violated federal labor law by unilaterally deciding to use nonunion workers in jobs traditionally handled by union members and then locking out union members who protested the change.

Carpenters challenge L-P elections

The Carpenters will ask federal courts to overturn a series of decertification elections held by the National Labor Relations Board at struck facilities of Louisiana-Pacific Corp. The union charged that the acting NLRB general counsel acted improperly in lifting an order blocking the votes.

The union, which has also challenged ballots in all of the nine elections, said it will step up its consumer boycott of the lumber company's products and its "corporate pressure campaign" to inform L-P shareholders about the firm's union-busting activities.

Carpenters President Patrick J. Campbell charged that the company, "with the help of one of the most outrageous National Labor Relations Board decisions in history, is trying to put our local unions out of business by sponsoring decertification elections that are at best immoral and in many cases patently illegal."

The results of the elections, which went against the Carpenters and Woodworkers, "are very much in doubt and we are filing suit in federal court to overturn the NLRB decision that caused the elections to be held in the first place," Campbell said.

About 1,700 members of the Carpenters' Lumber Production & Industrial Workers and the Woodworkers struck 17 L-P mills June 24, 1983, after the company refused to agree to an industry pattern agreement signed by other major firms and demanded sharp concessions instead.

Earlier this year, the NLRB had ordered its Northwest regional office to issue an unfair labor practice complaint against L-P for bad faith bargaining. But last month Acting NLRB Gen. Counsel Wilfrid Johansen revoked the order, which had also specifically blocked decertification elections.

Reagan appointee

Johansen was named acting general counsel when the term of William A. Lubbers, a Carter Administration appointee, expired in April. President Reagan's nomination of management attorney Rosemary Collyer as the NLRB's chief lawyer has not been confirmed by the Senate.

"The company is trying to convince the public that the elections are valid and that our strike is over, but we are serving notice that the battle has only begun," Campbell declared.

L-P owns 114 mills nationwide, including many in the South, and the company's bargaining strategy has sought to force down wages in the better-paying Pacific Northwest plants to bring them closer to those in the low-wage southern operations. Workers in L-P's southern mills earn about half the average $10 an hour paid in other L-P mills.

Although seven other major timber companies signed new agreements with the two unions last year, L-P demanded wage freezes, benefit reductions, and lower pay for new hires. Recently the company has added elimination of union security to its demands, the unions reported.

The unions' boycott of L-P products was endorsed by the AFL-CIO Executive Council in December 1983, and picketing is being conducted at some 400 lumber and building products retailers. A key target of the boycott is L-P's "Waferwood" plywood substitute.

As part of its boycott program, Carpenters members held demonstrations at the Davis Cup tennis tournament in Atlanta which the company sponsored. "The $750,000 Louisiana-Pacific is spending on this tournament could have been used to pay its employees a living wage and avoid what has become one of the uglier labor-management fights of this decade," Campbell charged.

'Amnesty' questioned

Restoration of rights demanded for Poland

By James M. Shevis

The United States should continue economic sanctions against Poland until trade union rights are restored, the AFL-CIO urged.

Despite the amnesty proclaimed for political prisoners, the situation in Poland has not "fundamentally changed," the federation stressed.

"As long as Solidarity is still declared illegal, as long as there are no trade union rights for Polish workers, things remain the same," Director Irving Brown of the federation's International Affairs Dept. warned.

"It is quite clear what is motivating the Polish government: the American dollar. This shows that the sanctions have worked, and that this is an attempt at a tradeoff," Brown said.

"If the price of liberty is an economic tradeoff, the answer is 'no.' If people think lifting of the sanctions is going to correct the situation, they are wrong."

Other support

Gen. Sec. John Vanderveken of the International Confederation of Free Trade Unions in Brussels had a similar view:

"The amnesty measures offer little hope unless they are accompanied by the full respect of human and trade union rights in Poland." The ICFTU comprises 138 union affiliates in 95 countries, representing a total of 83 million workers in the free world.

The amnesty plan approved by the Sejm, Poland's parliament, calls for the release of 652 political prisoners, including 11 prominent leaders and advisers of the outlawed Solidarity trade union, and thousands of others held for nonpolitical crimes.

Labor's plea to keep the sanctions intact was followed by reports the Reagan Administration had decided to lift some of them, including the prohibition on Polish commercial airliners landing in the United States and the ban on government-funded scientific exchanges.

At his nationally televised news conference July 24, the President said he was still studying the new amnesty terms, but added that if they "met the conditions that we've laid down, yes, we will meet with regard to lifting the sanctions."

Lifting of bans

According to press reports, White House plans to lift the ban on air travel and scientific exchanges would be announced soon. Additional steps would await evidence that Poland is living up to its promise to release all political prisoners, Administration officials were quoted as saying.

When the sanctions were first imposed on Poland, Reagan said they would remain in effect until the Jarulzelski regime ended martial law, released all political prisoners, and opened a new dialogue with the church and Solidarity.

While the military regime has declared that martial law is over, many of the repressive measures remain. And even though it declared amnesty, the government reserved the right to arrest people again.

In January of this year and last November, the Administration took some steps to ease the sanctions after Polish authorities released some political detainees. The measures eased Polish fishing privileges in American waters and allowed a limited number of charter flights to the United States by Poland's national airline, LOT.

Polish authorities had expressed hope that the latest declaration of amnesty would trigger the removal of all U.S. sanctions. Among the major economic sanctions are:

- U.S. refusal to support Poland's admission to the International Monetary Fund.
- A ban on new U.S. government credits for food and other commodities.
- Suspension after 22 years of "most-favored nation" trading status for Poland, the first Soviet bloc country to receive it. The move effectively boosted tariffs on Polish manufactured goods, particularly textiles.
- Further restriction of high-technology exports to Poland.

Brown, who also presented the AFL-CIO's views in a Voice of America broadcast, said the crux of the problem is the Polish government's refusal to grant workers the right to associate freely, form trade unions, and bargain collectively—all rights contained in International Labor Organization conventions ratified by Poland.

Worker rights

"There is no way to protect the rights of workers if there is no legitimate trade union movement," he stressed. "There cannot be normalization and economic progress in Poland until there is a restoration of Solidarity, which is still strongly supported by Polish workers."

The ICFTU's Vanderveken said in a statement that if the political prisoners must pay for their release with silence and resignation, then the amnesty declaration is only "a cosmetic measure."

Vanderveken cited recommendations of an ILO commission of inquiry demanding the unconditional release of all imprisoned Solidarity members, freedom of association for all socio-professional groups, respect for trade union pluralism, and government dialogue with the true representatives of Polish workers.

"All these conditions must be taken together before we can fully assess the attitude of the Polish government," he said. "The international free trade union movement cannot be satisfied with half-measures where basic human rights and trade union freedoms are concerned."

Inside your schools

An October segment of the Teachers' television magazine series, Inside Your Schools, will feature the Museum for Immigrating People. It was conceived by AFT member Peter Lerner, a New York school teacher. The museum is a recreation of the experiences of various ethnic groups which emigrated to the United States through Ellis Island, N.Y. The series is transmitted nationwide by some 500 cable stations. Entertainer Steve Allen will be the host of the 1984-85 season of half-hour shows.

Unions assail Postal Service for imposing 2-tier pay scale

Continued from Page 1

ble legal challenge to block the demand for wage cuts.

In breaking off the talks, the APWU and the NALC—the two largest unions involved—castigated the USPS for "stonewalling" tactics and for sticking with what they called "almost a mirror image of the outrageous proposal it made two months earlier."

Sombrotto and Biller called the USPS final offer "an insult to the nation's postal workers."

The Postal Service, which is steered by a new conservative majority on its Board of Governors, said it was imposing the lower pay scale for new workers because its economic studies showed postal employees earn "in excess of 23 percent" more than their counterparts in private industry. In addition, new hires will receive substantially less sick leave and annual leave than current employees get.

APWU and NALC bargainers broke off talks with USPS negotiators after 10 hours of almost nonstop bargaining. Talks with two smaller employee groups, the Mail Handlers division of the Laborers and the unaffiliated Rural Letter Carriers, who negotiate separately, lasted only a few hours longer.

The failure to reach agreement set in motion the factfinding and arbitration provisions of the Postal Reorganization Act of 1970. Since the process was established, arbitration has been used to resolve issues, but never an entire contract.

Under the law, the Federal Mediation & Conciliation Service is to present management and unions a list of 15 factfinders within 10 days of the breakdown of talks. From the list, each side will choose one name. The two chosen then will choose a third person from the list to serve as chairman.

The panel is to report its findings within 45 days.

Arbitration panel

If the dispute remains unresolved after 90 days, the parties may elect to go to arbitration and a three-member arbitration panel would be named, which would have 45 days in which to issue binding settlement terms.

Both the APWU and NALC, which together represent 500,000 USPS workers, are scheduled to hold simultaneous conventions in Las Vegas Aug. 20-25, and delegates are expected to decide what course of action to take if no agreement has been reached by then.

Angered by management's "stonewalling and deception," Sombrotto blasted USPS negotiators for never making a serious economic offer.

All four unions had left the bargaining table four days before the final breakdown of talks when USPS bargainers told them the Postal Service had "no intention" of discussing economic issues. The unions resumed negotiations when management announced its willingness to bargain over the unions' proposals.

USPS reneged

"You brought us back to the table with the false promise that you would negotiate our economic proposals," Sombrotto told USPS negotiators. "You did not. You capitulated to the Board of Governors."

Biller described management's tactics as "the most despicable I have seen in 50 years of labor negotiations."

The unions have proposed wage and benefit increases totaling about 10 percent in the first year of a three-year pact and 4 percent in each of the second and third years.

An APWU-NALC wage study showed that while the $11.80 average hourly wage of USPS workers exceeds average pay in some industries, it trails pay scales in others such as auto and steel. The unions say postal workers need raises to keep pace with inflation. Also, they point out that productivity has risen more than 3 percent a year in the Postal Service as more mail is handled by fewer workers.

AFL-CIO backs Machinists in boycott of El Al Airlines

In a move to help the Machinists resolve a bitter dispute with El Al Airlines, the AFL-CIO Executive Council voted to endorse a boycott of the Israeli air carrier.

The council approved the boycott in a mailgram poll conducted earlier this month. The federation announced its action at the IAM's request after scheduled negotiations on July 18 with the government-owned airline produced no visible progress.

About 230 members of IAM District 100 in New York and Miami walked off the job Mar. 16—nearly a year after their contract with El Al had expired. Attempts to resolve the dispute under federal labor law governing the airline industry proved fruitless, and the airline refused to move from its demands for stiff concessions or stop union-busting tactics that have included the use of strikebreakers.

IAM President William W. Winpisinger said the union has asked the International Confederation of Free Trade Unions, the International Transport Workers' Federation and the International Metalworkers' Federation to initiate boycotts against El Al.

In addition to its international service, El Al has a New York-Miami route here.

Winpisinger also cabled Israeli Prime Minister Yitzhak Shamir asking for the Israeli government's "immediate intervention . . . to put a halt to the continual and outrageous anti-union tactics by El Al negotiators so that good faith bargaining can proceed and the long-standing relationship of American trade unionists with Israel can be preserved."

At its May meeting, the Executive Council adopted a strongly worded statement calling on El Al management to drop its "take-it-or-leave-it" stance in bargaining and its demands that include a three-year wage freeze, benefit cuts, and damaging work rule and job security changes. Histadrut, the Israeli labor federation, has also condenmned El Al's handling of the dispute. The airline has a long history of labor disputes in Israel, including a four-month strike in 1982-83.

Wayne Pierce appointed treasurer of Carpenters

Wayne Pierce has been named treasurer of the Carpenters by the union's executive board to fill the unexpired term of Charles Nichols who retired Dec. 31. The term runs until the union's next convention in 1986.

Pierce, 54, of Salina, Calif., had been an international representative of the UBC since 1972. Earlier, he held a number of offices in Carpenters Local 925 in Salina where he had been a member since 1949.

Pierce has served as president of the Monterey County Building & Construction Trades Council and of the Monterey-Bay District Council of Carpenters.

Strike settled, but job hazards keep plant closed

Poultney, Vt.—Members of Furniture Workers Local 136 here ratified a new three-year agreement that ended a five-week strike against Staco, Inc. and Chase Instruments, subsidiaries of the family-owned Keeper Corp., but it may be a while before all of the 94 Staco-Chase workers return to work.

The Vermont Health Dept. ordered Staco-Chase to close its plant—to prevent it from further polluting this community's sewage system. Earlier, the state job safety agency cited the company for exposing its workers to excessive levels of mercury.

The new contract will provide the workers with wage increases totaling 60 cents per hour over the term and improved health care coverage. It also calls for a joint union-management safety and heatlh committee and provides for more stringent rules on housekeeping.

The workers have risked exposure to mercury ever since Staco-Chase moved to this town in 1971, enticed by the promise of a decade of tax breaks from the town.

The Staco plant fills thermometers with mercury and paints on the numbering, producing about 130,000 daily. The Chase division produces glass products—including the thermometer tubes.

Danger level

State health officials ordered the plant closed after urine tests revealed elevated levels of mercury in the workers—and their children.

Exposure to mercury for extended periods can cause damage to the liver, kidneys, and central nervous system, as well as brain damage, nausea, and dizziness.

The action came less than three months after the Vermont Attorney General and the Village of Poultney filed a lawsuit charging that the company had polluted the Poultney River by allowing mercury to drain into the sewerage system.

UFWA member Tina Bushey's daughter Ida, age 3, is tested for mercury in her blood. Beatrice Busey, 4, awaits her turn for the painful test.

The Vermont Occupational Safety & Health Administration had cited Staco several times for ventilation problems which overexposed workers to mercury. The most recent citation—in mid-1983—is being contested by the company and is awaiting review by the state Occupational Safety & Health Review Commission.

In the lunch room, mercury was found on the soft drink, snack and change machines, as well as on the refrigerator handles and napkin holders. VOSHA assessed a penalty of $810.

VOSHA has recommended the company end its incentive piece-rate method of pay which deters workers from immediately cleaning up spills, and called on the firm to provide showers, work clothes and change rooms.

In March 1984, the Vermont Health Dept., aided by the National Institute of Occupational Safety & Health, began testing workers at the plant on a voluntary basis. It determined some workers had been overexposed to mercury. Urine testing of the workers showed levels as high as 1,141 micrograms of mercury per liter, more than five times higher than VOSHA's permissible limit.

Later testing of some workers' children revealed that 18 of 23 had mercury in their urine above recommended limits.

UFWA President Carl Scarbrough called the situation in Poultney "an example of gross, willful negligence. Unions are fighting for strong national laws to prevent workers—and communities—from being poisoned by profit-hungry corporations. Without such laws, workers will continue to have to choose between a job and their health—and we think that's a choice no worker should have to make."

UFWA Local 136 President Phyllis Jones said health and safety was not the major issue when the workers voted to strike, because "we didn't know then how big a problem we had. We didn't find that out until the state closed them down."

Surprise inspections

As part of the clean-up plan, the company will have to agree, in writing, to permit surprise inspections of the plant, Jones said. "In the past, they always had advance notice of an inspection—and they always cleaned the plant up temporarily."

When the company fully reopens, Jones said, the situation in the plant will be completely different. The union members were "quite concerned" about the health conditions, "especially when they found out the effects on their children."

The company still has to submit a plan for meeting the health department's requirements in order to reopen, and it will have to obtain a permit to use the local sewage treatment facilities. The suit filed by the state and the village also would compel the company to pay for cleanup costs to purge the system of the estimated seven pounds of mercury that went down the company's drains.

UFWA safety specialist Jamie Cohen aided the workers in Poultney. In summing up the impact of the occupational hazards they faced, she noted that the workers feared not only for their lives, but for the future health of their children as well.

"These workers have a basic human right to be able to hug their children and they've been denied that right," Cohen observed.

In Cleveland, union, community and religious groups protest Reagan Administration's scheme to slash wages of teenage workers.

Cleveland picket line protests youth subminimum pay plan

Cleveland—A coalition of union, community and religious leaders gathered outside one of this city's busiest fast-food restaurants for a lunch-hour march to protest the Reagan Administration's plan to force a subminimum wage on teenage workers.

More than 70 protesters picketed outside a McDonald's restaurant in downtown Cleveland to dramatize the unfairness of the Reagan proposal to slash the minimum wage for 16- to 19-year-olds from $3.35 to $2.50 an hour from May through September.

John Ryan, president of Communications Workers Local 4309, told participants in the rally that the cut-rate wage proposal is "the Reagan Administration's latest scheme to fill the pockets of the rich with money stolen from working people.

The Reagan Recession has thrown thousands of workers in Ohio alone out of decent jobs and now "the President wants to push through a youth wage law to replace those workers with $2.50-an-hour teenagers," Ryan charged.

LaShana Underwood, 15, from the Collinwood Community Center warned that the subminimum wage "will pit the young against those in the trade unions, and I don't want to be against my father," a Steelworker.

Linda Watkins, president of the Council of Unemployed Workers, contested the Administration's claim that new jobs would be created and warned that the real result would be that adult workers would be replaced.

At the rally, Mike Marcellino, representing Rep. Louis Stokes (D-Ohio), asserted that if the Administration gets away with wage discrimination against teenagers, other groups will suffer the same fate. The answer to high youth unemployment is job creation and training, he said.

Rev. Harry Nevels, pastor of the Emanuel Episcopal Church, said that as a teenager in Savannah, Ga., he was paid less for jobs than white teenagers in much the same way as the Administration is now proposing a separate teen wage labor class.

Mylion Waite, associate director of the Interchurch Council of Greater Cleveland, branded the Reagan scheme a "hoax."

And in a parody composed for the rally, to the tune of the McDonalds ad jingle, labor singer Todd Smith sang "We deserve a break today, let's destroy the minimum wage . . . yes, we'll turn teenagers into slaves at 'McRonalds.'"

Political deadlock stymies key measures in Congress

A deadlock between the Democratic-controlled House and the Republican Senate has stalled some of the legislative priorities of both labor and the Reagan Administration, providing both sides with ammunition for the congressional election campaign.

Labor-supported bills the House passed in the first session of Congress include domestic content requirements for automobiles sold in the United States, protection for unemployed workers against the foreclosure of their homes and loss of health insurance, and emergency jobs legislation.

All are opposed by the Administration, and the Senate Republican leadership has kept them off the floor.

Reagan, at his July 24 news conference, attacked the House Democratic leadership for not taking up Administration proposals he said would "help reduce deficits" and "reward work and thrift."

Topping his list was a proposed constitutional amendment to require a balanced federal budget—a measure the AFL-CIO helped defeat in the previous Congress with a nationwide campaign alerting Americans to the consequences.

The President complained also about House inaction on tax credits for private school tuition. But the Republican Senate has already soundly rejected it.

More for the rich

Reagan's other criticisms included House failure to act on "enterprise zone" incentives for corporations or on a proposed expansion of the tax-exempt IRA program that would reduce revenues to benefit mostly affluent families.

One of the President's complaints was that the House hadn't acted on legislation allowing student religious groups the same right to meet in public high schools before or after regular school hours. When the House overwhelmingly approved the Senate-passed measure the next day, the White House was quick to claim victory.

In fact, as the President's advisers well knew, changes made by the Senate had eliminated most of the controversy over an earlier version of the bill and its passage had been assured.

As Congress returned for a three-week schedule—before breaking again on Aug. 10 for the Republican convention—civil rights and pay equity for women were among the labor-supported, House-passed bills that were awaiting Senate action.

The civil rights measure is a legislative attempt to remedy the Supreme Court's Grove City College decision limiting the ban on discrimination in federally assisted programs. The Administration has been working behind the scenes to get the Senate to limit its scope.

On pay equity, the Administration's sensitiveness to women's issues following the choice of Geraldine Ferraro as the Democratic vice presidential candidate may bring about approval of a House-passed measure the White House hoped to kill.

Pay equity study

It would establish an independent study of sex-based pay distinctions in the federal civil service. An Administration "dirty tricks" memo proposing to sabotage the study and turn unions against women's groups helped get it through the House with strong labor support.

One bill expected to reach final passage after a House-Senate conference is a pension equity measure that would make it easier for women workers to retain pension rights on returning to a former job.

The Administration is pressing for Senate passage of a labor-opposed subminimum youth wage bill, and the AFL-CIO is calling on senators to oppose confirmation of yet another employer lawyer to a key post with the National Labor Relations Board—in this case, Rosemary M. Collyer, Reagan's choice for NLRB general counsel.

Both the House and Senate have passed versions of an immigration reform bill that has become a volatile political issue because of concerns of Hispanic groups over some of its provisions. Labor had urged the need for legislation, but sought stronger anti-discrimination safeguards and now opposes the measure in the version passed by the House, which includes a form of "guestworker" program that would allow growers to bring in "temporary" workers from Mexico.

Vice Presidential Candidate Geraldine Ferraro gets a warm welcome from members of the Asian-Pacific Caucus.

Presidential Candidate Walter Mondale meets with members of the Democratic Black Delegates Caucus.

Big defense firm indicted in death of UAW member

Lansing, Mich.—State Atty. Gen. Frank Kelley charged General Dynamics Corp. with criminal manslaughter in the death of an Auto Worker who was overcome by freon gas fumes.

UAW member Harvey Lee, a driver-mechanic at the General Dynamics' plant in Centerline, Mich., collapsed and died last Nov. 15 in an M-1 military tank that had been flooded with gallons of the highly toxic freon solvent. On Nov. 25, the Wayne County medical examiner's autopsy report stated that Lee died of irregular heartbeat caused by exposure to the freon.

UAW Vice President Mark Stepp said the indictment confirms "what we have been saying all along—that General Dynamics's corporate arrogance has placed its workers' lives in jeopardy. Repeatedly, after many near-tragedies, we tried to get GD to stop the practices that killed Harvey Lee. The company never listened."

This is the first time the state has ever charged a corporation with involuntary criminal manslaughter, but none of the company officers was named in the action. The company faces a maximum penalty of $17,500 if it is found guilty.

Aware of hazard

The attorney general said that, "it is clear that General Dynamics had substantial advance knowledge of the dangers associated with the use of freon in the cleaning of military tanks."

Kelley stressed that "it is time that companies like General Dynamics learn that the safety of its employees comes above production and profits. The actions we are taking today will not bring Mr. Lee back to his family and friends, but hopefully it will put all others on notice that the state of Michigan will not tolerate this type of corporate irresponsibility."

The company is contesting charges made last December by both the state and federal job safety agencies. The federal Occupational Safety & Health Administration's charges involve non-fatal incidents at the Centerline plant, while the state OSHA charges concern Lee's death.

Stepp suggested that the Reagan Administration consider withholding defense contracts from General Dynamics until all of its operations can be certified as safe.

Under fire

A majority of Senate Republicans voted for a Democratic-sponsored resolution sharply critical of President Reagan's appointment of Anne Burford to head an environmental advisory committee.

The resolution, approved 74-19, noted Burford's "controversial and flawed tenure" as administrator of the Environmental Protection Agency, her partisan approach to the job, and her resignation under fire.

Burford's new post, as chairman of the National Advisory Committee on Oceans & Atmosphere, does not require confirmation. But the resolution expressed the "sense of the Senate" that Reagan should withdraw the appointment. The President said he will not do so.

Union editors aid crackdown against phony labor papers

Operations of phony labor papers in Illinois and New York have been squelched thanks to cooperative efforts of the AFL-CIO International Labor Communications Association and local law enforcement authorities.

In Illinois, the attorney general has charged Richard L. Cammeron with misrepresenting a privately-owned paper as having numerous union endorsements. The claims of labor backing for the publication were made in the course of phone solicitations pressing central Illinois business owners to buy expensive ads.

Law enforcement authorities began an investigation of the operation after editors of bona fide ILCA-member publications reported complaints they had begun receiving from the business community.

In New York, a state appeals court upheld the 1981 felony fraud conviction of Justin White of Riverside, N.Y., also known as "Nick Conte," for selling ads in phony police and fire fighters' papers.

In Illinois, authorities cracked down on Cammeron, who operates R. L. Cammeron Enterprises of Brentwood, Tenn. He was charged by Illinois authorities after a three-month investigation spurred by information provided by bona fide AFL-CIO labor council publications. Helping in the investigation were the Union News, of the Bloomington-Normal Trades & Labor Assembly; The Labor Paper, of the West Central Illinois Building & Construction Trades Council; the Southern Illinois Labor Tribune, of the Greater East St. Louis Central Labor Council, and the Champaign-Urbana Federation of Labor.

The attorney general's suit charges that the Cammeron operation, which printed a paper called the "Labor Tribune" in Fort Wayne, Ind., solicited advertising from businesses in Champaign, Bloomington and Peoria with claims that it was an official labor publication.

Cammeron's solicitors, the attorney general said, in some cases led the businesses to believe that they could face strikes or other labor problems unless they took ads that ranged in price from $50 to $200 apiece.

Endorsing fees

A letter obtained during the course of the investigation—addressed to building trades unions and signed by Cammeron—solicited endorsements from the unions with promises of "anywhere from $500 to $3,500" in "endorsing fees" along with an offer to send the paper free to members.

The letter also suggested that the locals or councils charge members "$1 to $4 a year" to get the paper to create additional revenues.

Cammeron also offered "to employ as an editorial assistant any business agent or officer." Anyone who bit would "send to us articles of interest" and "we will pay anywhere from $50 to $100 per month and carry your name in the masthead of the newspaper as an editorial assistant."

The AFL-CIO papers also reported that the so-called Labor Tribune had been operating sporadically in the Midwest since at least the mid-1960's.

Tax rise controversy poses credibility gap for Reagan

Continued from Page 1

people—and had paid a political price in the election of Reagan.

It wasn't just the Democrats who had paid the price, though. "Four years ago, many of you voted for Mr. Reagan because he promised you'd be better off," Mondale noted. "And today, the rich are better off, and the middle class is standing on a trap door."

The huge deficits that the Reagan Administration rolled up while giving tax windfalls to the rich "hike interest rates, clobber exports, stunt investment, kill jobs, undermine growth, cheat our kids and shrink our future," Mondale charged.

Bluntly, he warned that "whoever is inaugurated in January, the American people will have to pay Mr. Reagan's bills." Inevitably, taxes will go up, he said.

"Let's tell the truth," Mondale challenged. "Mr. Reagan will raise taxes, but so will I. He won't tell you. I just did."

That issue of credibility haunted Reagan at his news conference five days later.

In serious conversation, practically no responsible member of Congress from either party contends spending could be cut sufficiently to avoid increased taxes—and certainly not without drastically slashing defense spending.

At the White House news conference, Reagan was asked whether he would "flatly rule out the possibility of seeking a tax increase next year" if he were to be re-elected.

It was now the President's credibility at issue. "Yes," he responded firmly.

Then, a little less firmly, "I have no plans for a tax increase."

Later came the reluctant acknowledgement by Reagan that maybe "if we have gotten government costs down to the point at which we say they cannot get any lower . . . then you would have to look at the tax structure."

Post-election bomb

And finally, Reagan acknowledged that he has asked the Treasury Dept. to present him next December—after the election—"with options on tax simplification and ways in which we can broaden the base and thus lead to the ability to further reduce the individual's rates by broadening the base."

By contrast, in his Texas campaign speech, Reagan scoffed at the notion of higher taxes and asked Democrats to vote for him if they believed "government should not plunder more of our earnings."

But even as Reagan was speaking, Senate Finance Committee Chairman Bob Dole—the leading Republican spokesman on taxes—was assuring reporters that the President had "clearly left open the possibility" of a tax increase after the election. Dole has termed higher taxes essential to bring the deficit under control.

Mondale made clear in his acceptance speech that fairness will be a key issue in the campaign, and that the burden of budget squeezes and taxes must be shared by "freeloaders who play the loopholes or pay no taxes," including corporate ones.

The "realism" his campaign represents, Mondale said, recognizes "that America must have a strong defense and a somber view of the Soviets," and that "government must be as well-managed as it is well-meaning."

But this can be achieved without an arms race, Mondale stressed, without abandoning any of the "family" that makes up America—not the children or the elderly—and without deserting the cause of human rights at home or abroad.

N.J. bank strike brings raises for 400

Jersey City, N.J.—Office & Professional Employees Local 153 won a new three-year agreement with the Trust Co. of New Jersey to end a 21-day strike.

The contract, covering 400 OPEIU members at 19 branches, provides annual flat-rate increases totalling 20.4 percent over three years—7 percent of payroll the first year, divided equally among the members of the unit, and 6 percent each in the second and third year.

Local 153 Vice President Michael Goodwin said pensions were also improved by $1 per month per year of service, with the minimum pension increased by 17.2 percent.

Starting with the 15th year of employment, each employee will get one additional week's pay as a vacation bonus, plus an additional week of pay for every five years of service thereafter. Health and welfare benefits were also improved.

LID salute

On its 79th anniversary, the League for Industrial Democracy honored AFL-CIO Vice President Joyce D. Miller, who is president of the Coalition of Labor Union Women and a Clothing & Textile Workers' vice president, and Sandra Feldman, a vice president of the Teachers and of the New York City AFL-CIO. From left: LID Executive Director Arch Puddington, Miller, Feldman, Dr. Donna Shalala, Hunter College president, and LID Vice President Bayard Rustin.

Rutgers University receives papers of Sidney Margolius

New Brunswick, N.J.—The late Sidney Margolius was praised here as a pioneer in consumer reporting for more than 40 years and as an early advocate who helped to create the modern consumer movement.

The tribute to Margolius came as his widow, Esther, turned over his collected papers to the Dept. of Special Collections and Archives of the Rutgers University Libraries.

Rutgers President Edward J. Bloustein, in presenting a citation to Mrs. Margolius, said her husband was "dedicated to the cause of the poor, the oppressed and the discriminated and left an indelible imprint on the conscience of the American trade union movement and hundreds of labor editors."

Several hundred people attended the ceremony. They included friends and colleagues of Margolius and fellow alumni of the Rutgers Class of '34, which co-sponsored the event. Betty Furness of NBC News, Federal Trade Commissioner Michael Pertschuk and consumer advocate Esther Peterson related their experience with Margolius.

Peterson recalled that she first became acquainted with Margolius in 1940 when she was an organizer for the Clothing Workers. She said Margolius was considered radical at that time because he criticized business practices. But, she said, he had success in getting business to understand that consumers had a right to information on the product label so they could make prudent decisions in the market-place.

Pertschuk said he first met Margolius when they served on President Johnson's National Commission on Product Safety. One reason the panel made headway, Pertschuk said, was because "Sid cut through the lawyers' fog and the scientists' timidity." The goal, he added, was to try to set minimum standards on product safety and establish the authority to recall products. The result was the Consumer Product Safety Commission.

Furness said she first met Margolius when she had him on a program to discuss "how to handle your money." She said he was an "encyclopedia" of information for consumers.

Headed PM team

Margolius began his consumer specialty on the newspaper PM in New York, where he supervised a dozen reporters. PM accepted no avertising and lasted about five years.

Margolius subsequently wrote a syndicated column which appeared in some 100 newspapers and he published 400 magazine articles. His first of 20 books, titled "The Consumer's Guide to Better Buying," sold over a million copies.

At the behest of Machinists' editor Gordon Cole, Margolius began a column for the labor press in the late 1940s and it became widely used, reaching millions of union families and appearing regularly in the AFL-CIO News as well as other labor journals.

Since 1979, the popular Margolius column, "How to Buy," has been distributed to the labor press by Press Associates, Inc. After Sidney's death in 1980 the column was continued by his chief researcher, his wife, Esther.

Charles R. Baker dies, labor writer, consultant

Reston, Va.—Charles R. Baker, a labor publicist and political consultant, died of cancer at his home here July 22.

Baker, who was 63, worked for newspapers in Ohio before joining the Auto Workers public relations department in 1950. He later served as director of the Institute for American Democracy, a group that opposed right-wing causes.

In 1976, he formed a consulting firm to handle the publications of Food & Commercial Workers Local 400 in Washington, Local 27 in Baltimore and Local 1360 in Camden, N.J. He is survived by his wife, Barbara, and two sons.

General Motors, Ford

UAW contract talks keyed to job security

Detroit—Job security for some half-million members of the Auto Workers employed by General Motors and Ford will be "the centerpiece of this year's talks and the key to satisfactory settlement this fall," UAW President Owen F. Bieber declared as the union opened negotiations with the companies.

The UAW's contracts with the two largest American automobile companies expire Sept. 14. The opening round of the renewal talks with General Motors July 23 and with Ford a day later were largely ceremonial.

At the outset, Bieber told a press conference that the talks this year may be "the toughest this union has ever had." He said Ford and GM workers, who gave up $4 billion in concessions to help their employers under the old contract, "are entitled to and deserve" a wage increase, but he did not specify what the union would seek.

The UAW represents 350,000 workers at GM plants and 144,000 at Ford facilities. Another 24,000 GM workers are represented by the Electronic Workers, whose contract expires at the same time.

The major concern of both unions is that members' jobs will be lost overseas in the coming years as the industry turns to low-wage countries for labor.

Bieber said that GM plans to shift even more automobile and parts production abroad. If the industry's plans are allowed to proceed, it would mean the loss of roughly 200,000 U.S. jobs in auto manufacturing industries in the next two years.

"What we are talking about is not only the future of auto workers, but the future of our country and the future of basic industry here," he said.

Bieber said GM and Ford together plan to import 650,000 cars from Mexico, Japan, Korea, and Europe in the next few years.

At a news conference following the union's initial bargaining session with GM, Bieber also suggested that the UAW might consider reopening its current two-year contract with Chrysler Corp., to have it expire simultaneously with the GM and Ford pacts. The Chrysler agreement is slated to expire in September 1985.

Board seats

Bieber said the union also is seeking seats on the boards of General Motors and Ford. The UAW won representation on the Chrysler board in 1980 in return for concessions that enabled the firm to secure a federal bailout and avert bankruptcy.

One way the union hopes to preserve jobs is to negotiate restrictions on excessive overtime. The UAW said that in the first three months of this year the amount of overtime worked in the industry would have provided the equivalent of 97,000 jobs and could have meant the rehiring of 80,000 laid-off workers.

Increased automation of American automobile plants and its effect on employment is also on the union's bargaining agenda along with rising health costs, improved pensions for retired workers and advance notice on proposed plant closings.

OSHA recess appointment brings firestorm of protest

Continued from Page 1

the working people of the nation." He said, "There's no reason to expect Robert Rowland's performance as head of OSHA will be any different than (former OSHA Administrator) Thorne Auchter's and there's good reason to believe it could be worse."

Kennedy added, "This appointment may be a political plum for Mr. Rowland, but it may well turn out to be a lemon for the nation's workforce."

Sen. Jennings Randolph (D-W.Va.) voiced similar concerns about the timing of the recess appointment and the manner in which it was done.

Labor's criticism was even more pointed. Director Bert Seidman of the AFL-CIO Dept. of Occupational Safety, Health & Social Security charged that Rowland is "completely unqualified" for the post since his "only knowledge of health and safety matters comes from his service on the review commission."

Rowland had been an assistant attorney general of Texas in the late 1950s and specialized in tax law while in private practice. He was named to the commission post after serving the Reagan-Bush Campaign in Texas in 1980.

Seidman characterized Rowland as an "inexperienced, political extremist" who "intentionally fails to support the basic principles" of the federal job safety law.

Margaret Seminario, the federation's job safety expert, pointed out that in the vast majority of cases that came before OSHRC, Rowland voted to vacate OSHA findings that would have required employers to take meaningful actions in protecting workers from hazards.

An analysis of 179 commission cases shows Rowland upheld the OSHA inspection action only 23 times, while the board's majority supported the agency 111 times, Seminario noted.

Poor record

Since Reagan's naming of E. Ross Buckley to the commission in January, also by recess appointment, Rowland has not supported OSHA in a single case, she observed. In the three cases where the agency's citations were upheld, Rowland dissented.

Further criticism of Rowland's qualifications came from Bertram Cottine, a former OSHRC commissioner and Carter appointee who served two years with Rowland.

Cottine charged that Rowland is "as unqualified to serve as assistant secretary for OSHA as he was unqualified to serve as a member of OSHRC. On enforcement, his record says it all. He is extremely conservative on enforcement of OSHA rules and unfamiliar with worksite hazards and the need to correct them."

Cottine expressed his concern that with Rowland heading OSHA, the agency's rulemaking would cease and that Rowland would continue to make appointments from "the family of political zealots that support the President's view." Reagan, when campaigning in 1980, was quoted by Business Week magazine as saying, "I question seriously the need for OSHA."

The White House has not disclosed who will be the new OSHRC chairman or whether Rowland's vacancy will be filled prior to the November elections.

Studies Center listing for August, September

The George Meany Center for Labor Studies will offer nine institutes and workshops during August and September. The schedule:

Labor Law, Aug. 12-17—A course for non-lawyers focusing on legal issues arising in bankruptcies, plant closings and transfer of plant ownership, as well as a look at the slanted enforcement of Landrum-Griffin Reporting & Disclosure Act.

Newswriting & Editing, Aug. 19-24—For union editors and would-be editors on the basics of producing readable publications, cosponsored by the International Labor Communications Association.

Organizing Techniques I, Aug. 19-24 and Sept. 23-28—A program on the mechanics of an organizing campaign with videotaping of participants in action.

Arbitration Techniques: Preparation & Presentation, Aug. 26-31 and Sept. 30-Oct. 5—Presentation of mock cases before professional arbitrators. Participants will be videotaped.

Union Administrator & Business Agent, Sept. 16-21—A class for full-time union officers on office management, budgeting, contract administration, reaching members and avoiding legal troubles.

Effective Speaking, Sept. 16-21—A workshop on formal speeches, committee reports, confrontations, panel discussions and debates, including the preparation and use of visual aids.

Computers for Local Unions, Sept. 24-28—A briefing on the use of computers for union officers who plan to buy data processing equipment.

Nearly 60 candidates for bachelor of arts degrees in labor studies enrolled in the George Meany Center/Antioch University program will be on campus July 29 to Aug. 3. An alumni program is set for Aug. 1 and 2.

The Railroad Signalmen will bring its staff to the center for leadership training, Aug. 12-17.

The American Institute for Free Labor Development will bring 40 trade union leaders from Latin America to the campus Aug. 19 for five weeks of classes.

More information on these and other labor studies is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903; telephone 301/431-6400.

EDITORIALS

High Tech, Low Pay

ON THE MORNING after the Democratic convention, departing delegates found in the business section of the San Francisco Chronicle a news story that brought to life one of the important issues of the coming election.

"Another major electronics layoff in Scotts Valley," the headline over the article read.

The news was that Seagate Technology, a manufacturer of disk drives used by computers to store information, was going to lay off another 700 workers—on top of 700 others who lost their jobs earlier this year.

The company announced that it would shift manufacturing operations to its plants in Singapore and Bangkok, a path already taken by many other high-tech companies, the article noted.

Seagate's announcement said merely that the move was being made to reduce costs and company officials "flatly refused further comment." But some months earlier, a Seagate official had strongly hinted of a move. In the Far East, he said, "for $3 a day and a bowl of soup, people will work their butts off 12 hours a day."

The story noted that earlier this year two other disk drive companies had taken similar moves—the Tandon Corp. laid off 1,400 U.S. workers to transfer production to Singapore, and the Qume Corp. laid off 600 workers in transferring production abroad.

"Analysts said all three companies acted from strength, not financial weakness," the San Francisco Chronicle reported. In other words, the companies were making money, but they wanted to cut production costs to make still more money.

And you just can't beat $3 and a bowl of soup for a 12-hour day.

SO MUCH for the argument that high-tech jobs will replace the jobs lost in basic industries such as steel and auto.

To the Reagan Administration, the exodus of the high-tech companies has been merely the working of the marketplace, and any intervention to save U.S. jobs should be shunned.

Walter Mondale took a different view when he accepted the Democratic presidential nomination. Speaking of the loss of 3 million U.S. jobs, Mondale said:

"To big companies that send our best jobs overseas, my message is: We need those jobs here at home. Our country won't help your business unless your business helps our country."

Tax laws should penalize, not reward, corporations that give up on America and America's workers.

The Fox Season

THE SENATE, by an impressive bipartisan majority, has protested President Reagan's "fox in the chicken coop" appointment of Anne Burford to head an environmental advisory committee.

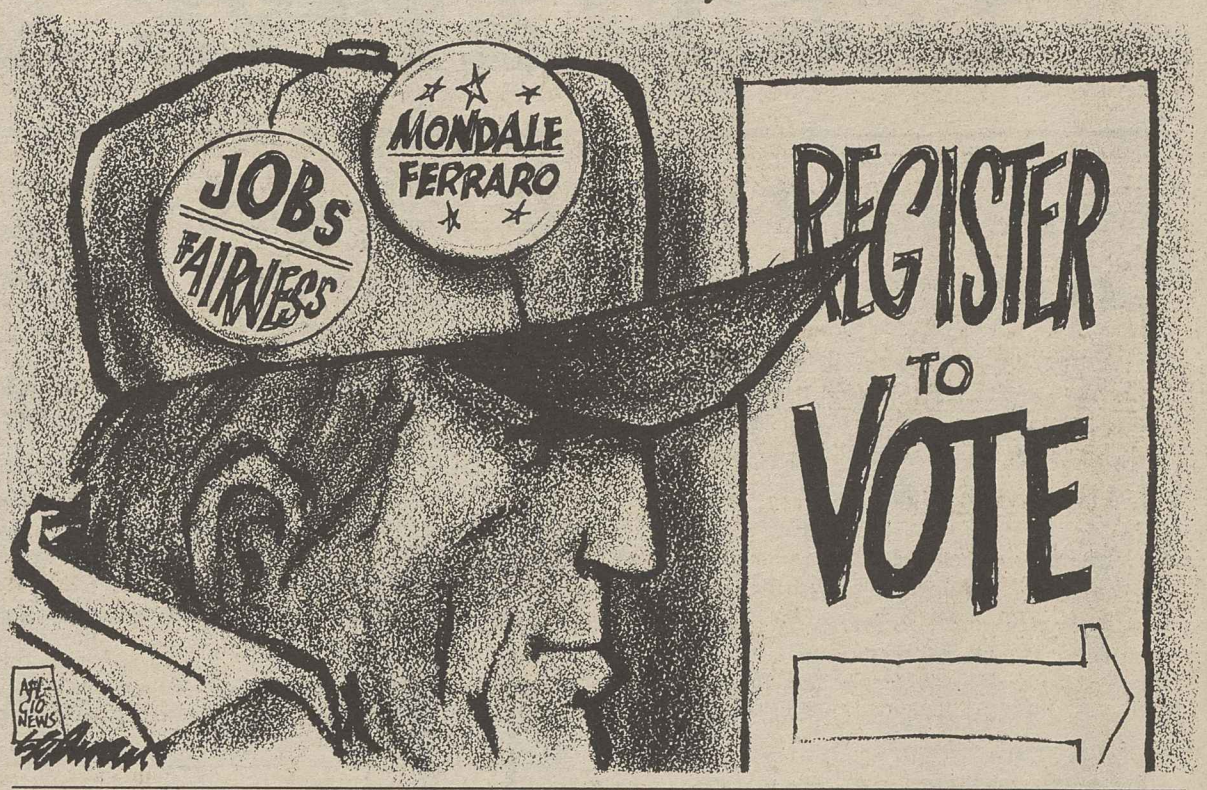
Burford came close to destroying the Environmental Protection Agency during her tenure as its administrator. But since her new post does not require confirmation, the Senate could only request the President to withdraw the appointment.

Unfortunately, Burford is not the only Reagan appointee out of sync with an agency's mission. We have seen the National Labor Relations Board transformed by Reagan Administration appointees from a neutral body enforcing the rights of workers to a hanging jury made up almost entirely of employer partisans. And at the Occupational Safety & Health Administration, employer costs have taken priority over worker protections.

Burford's appointment, unfortunately, does not require Senate confirmation. But the President's choice of Rosemary Collyer as general counsel of the NLRB does. And despite the recess appointment of Robert Rowland to head OSHA, his selection will eventually have to pass the Senate's scrutiny.

The Burford resolution reflected the Senate's concern for the environment. If the Senate shows the same concern for the protection of workers, neither Collyer nor Rowland will be confirmed.

On Our Way



Washington Window

Senior House member peppers Reagan policies

By Press Associates, Inc.

Congressman Claude Pepper has the well-earned reputation of being the leading congressional champion of the nation's senior citizens.

Robust at age 83, Pepper is also the most senior member of Congress. Age has not tempered the fervor of the Florida Democrat, nor mellowed his anger about the Reagan-led attacks on programs which provide a measure of security and dignity to older Americans.

Pepper's address to the Democratic convention is excerpted:

The sleeping giant of American politics, the 28 million senior citizens of America, has awakened. The senior citizens are hurt and angry. They have been double-crossed, deceived and betrayed.

I am here to tell you they will no longer tolerate such abuse and continue to turn the other cheek. They have left their rocking chairs and taken up placards. This citizens' militia is marshalling in every city of this great land. This army has united together as a giant fist to smack down their worst enemy in modern times who has masqueraded as their greatest friend.

In November of 1984, the senior citizens of America are going to de-elect Ronald Reagan, the man they mistakenly elected in 1980.

Presidential ploy

When he appeared on the scene in 1980, Ronald Reagan was 70 years old. "I am one of you," he said. "Trust me," he said. "I will preserve and protect those programs of importance to you," he said.

From the minute he took occupancy of the White House, Ronald Reagan has systematically set out to scuttle just about every program for the elderly. And he has done it all with a smile.

From the security of his throne in the White House he repeated his campaign promise that he would not cut social security. In short order, President Reagan proposed the most devastating series of cuts in the social security program ever.

Only a Democratic Congress preserved for the elderly the social security system put into place by President Franklin Roosevelt and nurtured by every subsequent administration.

Itching for more

Even now, after we made social security solvent and sound for the next 75 years, and President Reagan promised to preserve it, Mr. Reagan has proposed more cuts. He has proposed changing the fundamental structure of social security. He proposes making it a welfare program instead of a vested right for all Americans. He just can't seem to keep his itchy hands off of social security.

In February 1981, in his first message to the Congress, President Reagan said, "We will not cut Medicare." Every year thereafter he has directed the Congress to cut billions of dollars from the Medicare program. Mr. Reagan has transferred more and more of the burden of escalating health care costs to the backs of the elderly.

The sleeping giant of American politics, the nation's elderly, intend to call Mr. Reagan into account. In America, the people are sovereign. This November Mr. Reagan will be judged and we intend to look past the rhetoric, past the show-biz and the special effects. We will be mindful of the biblical admonition: "By your deeds you shall be known." We will strip aside Mr. Reagan's words and measure the facts.

In Walter Mondale and Geraldine Ferraro, the senior citizens of this nation have leaders they can believe. I think that credibility, integrity and fairness is the fundamental issue in this campaign. It is a simple matter of being fair and keeping your word. Walter Mondale and Geraldine Ferraro are the perfect counterpoint to the man who beams such warm smiles and turns such a callous heart to the needy of this land.

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LEGISLATIVE ALERT!

Bankruptcy Reform Campaign Ends in Victory! Congress Curbs Corporate Abuses, Restores Protections to Union Contracts

Labor won its most important legislative victory in recent memory as Congress approved a bill that overrules the Supreme Court's Bildisco decision and restores safeguards to labor union contracts when a company files for bankruptcy reorganization.

Under Bildisco, companies were allowed to misuse bankruptcy law in order to break union contracts. Companies in bankruptcy proceedings were allowed to continue operations under the same management, with executives enjoying the same salaries and benefits. But workers were arbitrarily deprived of their contract and subject to the whims of management regarding pay, benefits, hiring, firing, and all other issues, including their jobs.

The reform legislation changes all that. No longer can management break a contract unilaterally; it must ask permission of a bankruptcy court. And if the company is in financial trouble and really needs to cut its costs, it must make an offer that cuts pay and benefits only to the extent necessary to save the company. The company must open its books to show financial need. And management must take its share of pay and benefit cuts.

This Alert! provides information about the big win on labor's top issue in Congress for 1984.

Here's How Reform Bill Protects Union Contracts

COMPARISON OF BANKRUPTCY LAW REGARDING UNION CONTRACTS
BEFORE AND AFTER CONGRESS PASSED REFORMS

Aspect of law	Under Bildisco decision, before Congress passed reform bill	Current situation, with labor-backed reforms in place
Who decides whether a contract may be broken?	Company management decides. Bankruptcy court hearing comes later, after workers perhaps are fired.	A bankruptcy court decides. Contract remains in effect unless and until bankruptcy judge says otherwise.
When may a union contract be broken?	If it is "burdensome."	Only if it is necessary for successful reorganization of the company in bankruptcy.
Who bears the burden of cost-cutting?	Management could place the entire burden on employees. No pay cuts for management required; company's creditors may be paid in full.	Company creditors and management must share in burden of cost-cutting to improve company's financial outlook.
Collective bargaining required?	No. Management allowed to break contracts unilaterally.	Yes. Company must make offer to union providing only those pay and benefit cuts necessary for successful reorganization. This must occur before the company asks the court to allow breaking of the contract.
Must company provide relevant financial information to unions during negotiations?	No.	Yes.

The fight to overturn the U.S. Supreme Court's Bildisco decision and restore protections to union contracts was won in four months of intense Congressional activity. Following is a chronology:

Feb. 22, 1984: U.S. Supreme Court rules that companies may unilaterally break their union contracts upon filing for Chapter 11 bankruptcy reorganization. Workers may be fired, pay and benefits may be cut, seniority and workplace rules may be broken immediately.

Feb. 22: Having anticipated the Supreme Court's decision, Rep. Peter Rodino (D-NJ) immediately introduces legislation to overrule Bildisco, require bankruptcy court approval to break a contract, and allow it only when necessary to save the company and preserve jobs.

Feb. 23: AFL-CIO Executive Council vows to do everything possible "to assure than Congress corrects the Supreme Court's mistake and vindicates national labor policy." AFL-CIO begins campaign to inform union members of threat to their contracts.

March 21: House passes Rodino bankruptcy reform bill (H.R. 5174) by voice vote. Under the rule for debate, opponents could try to kill the bill, and they did try to do so. But the vote was so strongly in favor of reform, opponents did not exercise their right to a roll-call.

June 19: The Senate approves a bankruptcy bill without any labor provisions. A solid majority of Senators supported an amendment by Sen. Bob Packwood (R-OR) to protect union contracts, but a few anti-worker Senators used filibuster threats to prevent a vote. So the AFL-CIO supported passage of a bill without labor provisions, because House-Senate conference offered a better chance than continued stalemate on the Senate floor.

June 29: House and Senate approve labor-backed compromise hammered out by House-Senate conference committee. Proposal by Rep. Bruce Morrison (D-CT) and Rep. William Hughes (D-NJ) with leadership of Rep. Rodino brought final agreement.

Rodino

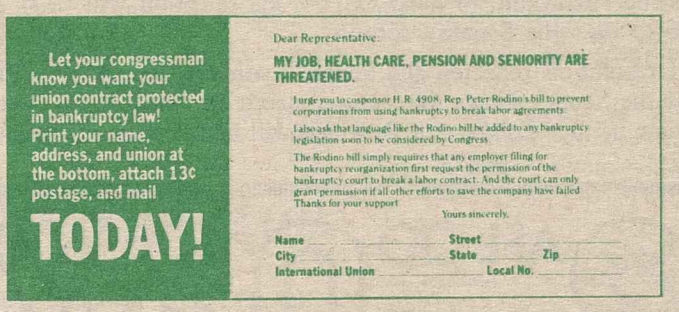
Packwood

Union Members Had Key Role in Bankruptcy Victory

A crucial part of the bankruptcy reform battle was the effort by the AFL-CIO and its affiliates to inform union members of the threat posed to their contracts. The AFL-CIO knew that letters and mailgrams from union members would help convince Congress of the importance of this issue.

The AFL-CIO conducted five mailings to union members as the legislation moved through the House and Senate. Mail was targeted to union constituents of legislators who labor's Washington lobbyists had determined were "on the fence"-- not yet committed to labor's position, but possibly persuadable.

The response was phenomenal. In the first campaign, AFL-CIO President Kirkland asked union members to mail a postcard to their Representative. More than 31 percent of those receiving the request did so! (A five percent response to a mailing is considered excellent.)



Later, as the battle moved to the Senate, the AFL-CIO used electronic mail to ask members to send Mailgrams to their Senators. Even though the cost was high (approximately $2.75 each), union members responded. This was the key factor in the solid majority of Senators' support for Sen. Bob Packwood's (R-OR) reform amendment.

The AFL-CIO and its affiliated unions are grateful to all who responded to appeals for action. The massive outpouring of messages reinforced Congressional support and countered attempts by the U.S. Chamber of Commerce and the anti-labor Right to Work Committee to influence the voting. When working people speak up, Congress does listen.

AFL-CIO news

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AUGUST 4, 1984

Poverty rise tied to Reagan program cuts

By Susan Dunlop

The double disasters of the Reagan tax policies and devastating budget cuts in human programs ganged up with the Reagan recession to knock millions of Americans into poverty—people who would not otherwise have been there.

A study by the nonpartisan Congressional Research Service and an analysis of census and tax data released by two congressmen sharply contradict the Reagan Administration's claim that its economic and social policies have not hurt the needy.

Instead, the studies add weight to mounting evidence that the Administration's actions have seriously damaged the economic well-being of millions of low- and middle-income Americans who were already struggling to make ends meet.

The congressional study, done at the request of Democrats on the House Ways & Means Committee, found that between 1980 and 1982, 2.2 million more Americans dropped into poverty as a result of the Reagan policies than would have been there if those program cutbacks had never been enacted.

Cause and effect

CRS used economic models to measure the changes in the poverty rate between 1980-82. The models also made it possible to estimate separately how much of the increase in poverty was due to the recession and its record-high unemployment and how much could be chalked up to budget slashes, particularly in restrictions to the Aid to Families with Dependent Children program.

CRS found that a sharp increase in the poverty rate for children and for women raising families alone was clearly linked to the Reagan budget cuts and was worsened by the recession.

The slumping economy and unemployment that marked the first half of the Reagan Administration were the keys that drove workers and their families into poverty they might have been spared, the study noted.

It found that the combined effects of the recession and the budget restrictions forced poverty rolls up about 8 percent higher than they would have been.

The economic slump and its devastating joblessness accounted for about 6 percent of the increase, or the addition of about 1.6 million more Americans to the ranks of the poor over the period measured.

The budget cuts alone—particularly the slashes in AFDC—forced at least 2 percent more Americans into poverty than would have been there without the cuts. Of the 557,000 people that figure represents, over 330,000 were children, CRS said.

Continued on Page 4

LEGISLATIVE ALERT!
PAGE 8

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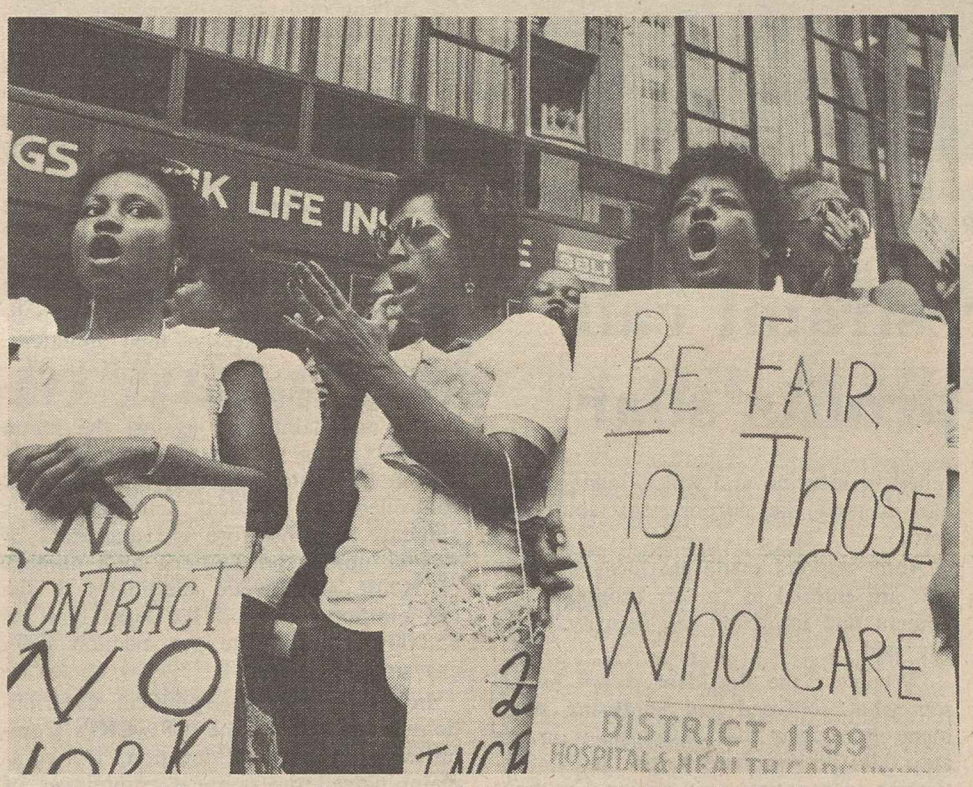
8/4/84

Postal unions ask court to bar pay, benefit cuts



Striking health care workers carry their message through Manhattan.

Lowest-paid workers

50,000 standing firm in N.Y. hospital strike

New York—More than 50,000 determined hospital workers—members of District 1199 of the Retail, Wholesale & Dept. Store Union—entered the fourth week of their strike against 59 health care institutions in the New York metropolitan area.

They voted down overwhelmingly what their employers termed a "final offer" of a 4-percent raise, which the union contends amounts to no more than 2.3 percent when adjusted for proposed givebacks.

The hospital workers are mostly in the traditionally low-paid jobs, including orderlies, nurses' aides, housekeepers, clerks and technicians. Most are black or Hispanic. And their union spirit has been unflagging throughout this city's longest and biggest strike by health care workers.

Midtown march

Some 5,000 of the strikers marched through midtown Manhattan to a union rally at the hotel where the hospital management negotiators are housed.

They cheered District 1199 President Doris Turner, RWDSU President Alvin E. Heaps and supporters from other unions, including Victor Gotbaum, president of District 37 of the State, County & Municipal Employees, which represents the bulk of city employees.

Heaps told the rally that hospital management is trying to force an unacceptable contract on its workers by using "the same union-busting tactics that we have seen employers try to get away with all across the country."

The international union stands firmly behind District 1199's battle for a fair contract, he pledged.

Gotbaum told the strikers that their fight is the fight of all of the city's union members. "If you take a beating on the picket line, then we'll take a beating at the bargaining table."

Management's supposed "final offer" was unanimously rejected by the union's bargaining committee but was brought to the full membership for a vote that began with a mass meeting at Felt Forum in Madison Square Garden.

Turner told the gathering, "We refuse to give up."

The members shouted back, enthusiastically, "No way, no way," calling for rejection of the offer.

"Then if that's your decision," Turner told them, "build a picket line that will not be moved."

Turner called the hospitals' offer, with its "givebacks" and "freezes," "insulting and deceiving."

If management thinks the union's ranks

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Suit brands management order illegal

By James M. Shevis

Four unions representing 600,000 Postal Service employees asked a federal court to block USPS from slashing the pay and benefits of new workers.

The unions, which broke off negotiations with the quasi-federal agency July 20 because of its refusal to engage in good-faith bargaining, want the court to prevent USPS from unilaterally cutting the salaries of workers hired on or after Aug. 4 by 23 percent. USPS said it would also cut the sick leave and annual leave of new hires by half.

The suit was filed in U.S. District Court in Washington by the Postal Workers, Letter Carriers, the Mail Handlers' division of the Laborers, and the unaffiliated Rural Letter Carriers.

The unions' position is that their old three-year contract remains fully in effect until the outcome of factfinding and arbitration. The suit charges that the attempt by USPS to impose a two-tier wage system is illegal.

Talks broke off when USPS continued to demand substantial givebacks by current employees, a three-year wage freeze, and a two-tier pay scale for new workers.

Law breaking

Addressing the National Press Club, NALC President Vincent Sombrotto and APWU President Moe Biller charged USPS was "in defiance of the law," and that "we filed suit to protect the gains it took years of hard bargaining to win."

The unions are now in the process of choosing a factfinder for a panel to study the issues in the simmering contract dispute. NALC and APWU have chosen their candidates, Biller said, but the other unions as yet have not. USPS also makes a selection, and the two chosen factfinders then pick a third person to chair the panel.

The panel is to report its findings within 45 days. If the parties do not reach an agreement by Oct. 19—90 days after the old contract expired—the law requires the

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Election law ruling backs labor's political action role

By David L. Perlman

The Federal Election Commission has dismissed a 62-page complaint against the AFL-CIO and various affiliated national and international unions after determining that the allegations of election law violations were baseless.

The FEC's unanimous finding was a setback for the Center on National Labor Policy, one of the more virulent of the anti-union groups allied to the National Right to Work Committee. The Center raises money through alarmist letters to the gullible. A recent example warned that "ruthless union bosses" imperil "our nation's very survival."

At issue in the complaint filed with the FEC was whether the autonomous unions that are affiliated with the AFL-CIO may operate their own political action committees, just as a corporation that is a member of the Chamber of Commerce may set up its own PAC.

The FEC, a bipartisan body set up to police the Federal Election Campaign Act, adopted the finding of its general counsel that congressional intent and all applicable precedents clearly supported the labor movement's understanding of the law.

In the proceedings, the Center on National Labor Policy had provided the legal services for a "citizen's complaint" filed with the election commission by an Okla-

Continued on Page 2

UAW President Owen Bieber, flanked by Vice President Donald Ephlin, right, and Regional Director Frank Runnels, go into auto industry talks.

Reagan's pay restraint call comes as auto profits soar

Detroit — Record-high profits for the auto industry and some unsolicited advice from President Reagan put a sharper spotlight on contract negotiations covering nearly half a million workers at General Motors and Ford plants.

General Motors followed up a record first quarter with a second quarter profit of $1.6 billion, 54 percent above the same period a year ago. Its earnings for the first half of 1984 were above $3.2 billion, and the three other auto companies have posted comparable gains.

Industry analysts are predicting that the four automakers will roll up record profits of $12 billion in 1984.

Auto Workers President Owen Bieber said there are a lot of things that President Reagan can do to assure the long-term health of the auto industry and develop an industrial policy that would assure jobs for workers and quality products for consumers. But injecting himself into the bargaining picture isn't one of them, Bieber suggested.

Management tilt

Reagan, in the course of a somewhat rambling reply to a question in a Detroit television interview, ended up with what appeared to be a strong tilt to the management side.

Reagan acknowledged that "the workers did make concessions" when the auto companies were losing money and that contract problems "are between management and labor to work out." But then he went on to say in a comment widely reported in the press that the workers should show "restraint" in the negotiations so as to not "turn off the recovery."

Bieber retorted that the UAW is negotiating "in the wake of a recession the President himself engineered that cost tens of thousands of jobs." He noted the huge bonuses recently given to auto industry executives, "which the President failed to mention and which management has deemed the corporations could afford."

Auto workers made sacrifices in 1982 and are entitled to "a fair economic settlement and improved job security," Bieber said.

"Whatever the President meant by his somewhat confused and confusing statement, it is clear that both parties in the auto talks possess the expertise and sophistication to negotiate an agreement without interference by third parties," Bieber stressed.

Industry talks

Reagan's comments came after the union opened talks with Ford and GM, the two largest American automobile companies. The UAW contracts expire on Sept. 14.

After GM's financial results were announced, UAW Vice President Donald F. Ephlin, who heads the union bargaining team with GM, said the earnings "demonstrate very clearly" that the firm can raise wages for workers, restrain car prices for consumers, and still meet its capital spending needs.

Ephlin said that the industry must understand that it has to share its record profits and productivity with the workers, who have gone for almost three years without a real wage increase.

The union represents 350,000 workers at GM and 144,000 at Ford facilities.

Negotiations are also under way between the Electronic Workers and General Motors for a new agreement covering 24,000 IUE members.

HRDI adds St. Louis to program for disabled

St. Louis—The AFL-CIO Human Resources Development Institute has expanded its handicapped placement program to serve the St. Louis area.

HRDI worked closely with the Missouri AFL-CIO and the Greater St. Louis Labor Council in setting up the program here to develop jobs and training opportunities for handicapped and disabled persons. HRDI has signed cooperative agreements with the state's Dept. of Education and the Bureau for the Blind.

Since the HRDI program was initiated in 1977, some 8,000 jobs have been developed and more than 2,700 handicapped persons put back to work. The program also operates in Minneapolis-St. Paul, Baltimore and Houston.

Foes rebuffed

Election panel upholds unions on PAC role

Continued from Page 1

homa businessman, James E. Antosh. He is the brother of the Center's executive director, Steve Antosh.

Under federal election law, business and labor political activities are governed by the same rules for fund solicitations, the same obligations for reporting expenditures and the same limits on contributions and assistance to candidates for federal office.

Limits on political contributions can't be circumvented by establishing multiple fund-giving outlets, the law assures. Thus, a company isn't allowed to set up a separate political fund at each of its plants to multiply the amount it can legally give to a favored candidate. Nor can a union set up political funds for each of its locals.

Voluntary federations such as the National Association of Manufacturers, the Chamber of Commerce and the AFL-CIO can and do make political contributions from voluntarily donated funds without infringing on the dollar limits of the political action committees of their affiliates.

Aim of complaint

The complaint filed against the union political funds sought to upset this approach by contending that the AFL-CIO controlled the political activities of its affiliates and therefore the aggregate of various union contributions to a number of House and Senate candidates in the last election exceeded the legal limit of $5,000 per candidate per election from any single PAC.

In addition to the political contributions committee of the AFL-CIO's Committee on Political Education, the complaint named the political committees of the Auto Workers, Teachers and Electrical Workers.

The complaint alleged that the relationship between the AFL-CIO and its affiliates was so close and the federation's ability "to influence the political and socio-economic decision-making of its member unions" was so great that the various political funding committees should be treated as one.

Separate entities

The findings adopted by the Federal Election Commission noted that the congressional reports and legislative history clearly supported the treatment of the AFL-CIO's committee and the political action committees of its affiliates as separate entities.

The commission also recognized the distinction that the AFL-CIO has made between its subordinate bodies, such as state and local central bodies, and affiliated national and international unions. The subordinate bodies are required to comply with AFL-CIO policy on national issues while the affiliated unions are free to take different positions on candidates and issues.

The complaint also had challenged the constitutionality of denying trade associations the right to set up separate political funds in each city or state. They, like the AFL-CIO central bodies, are considered as a single entity for purposes of political contributions.

The FEC found no basis for the challenge, noting that the arguments raised had previously been dismissed by courts.

A previous attention-getting complaint of election law violations handled by the Center on National Labor Policy sought a ban on the use of a union label—the "union bug"—on newsletters that members of Congress send to constituents.

Union label

In that case, the allegation was that use of the union bug amounted to illegal use of government funds to promote "compulsory unionism" since the newsletters were sent out postage-free under congressional frank. The Center was rebuffed in that case by both the FEC and a federal court that dismissed its suit.

Its executive director at the time was Baker Armstrong Smith, who left the Center to join the Reagan Administration. Smith resigned from his post at the Dept. of Housing & Urban Development last year after allegations that he had sabotaged enforcement of federal wage laws and charges that he had fired employees because of their union membership.

Labor hits move to weaken law on product liability

The AFL-CIO has urged senators to oppose a product liability bill that would weaken existing legal protections for both consumers and workers.

As cleared by the Senate Commerce Committee, the measure would reduce the liability of manufacturers for harm caused by their products and would nullify state laws providing greater rights to victims.

In a letter to senators, AFL-CIO Legislative Director Ray Denison cited the "alarming increase in worker and consumer deaths due to unsafe or defective products." For injured victims or survivors, the only remedy often is damage awards won through lawsuits against the manufacturers. About half of all such product liability damages, he noted, go to workers injured on the job.

The proposed legislation would require proof of negligence by the manufacturer and would diminish the manufacturer's obligation to provide adequate warning to workers regarding the harmful potential of a product.

Import surge widens trade deficit

The U.S. trade imbalance was rocked by another tidal wave of red ink in June as the nation's merchandise trade deficit hit $8.9 billion for the month.

The Commerce Dept. reported that the import deficit for the first six months of 1984 soared to $59.8 billion—117 percent above the comparable period of 1983.

For the first six months of 1984, imports were up 31 percent over a year ago.

The half-year deficit is just short of the record $69.4 billion imbalance posted for all 12 months of last year.

On an annual basis, the nation is facing a whopping trade deficit for 1984 of some $120 billion, the worst in history. One Commerce Dept. study released earlier this year—after several months of record deficits including an all-time one-month record in April of $12.2 billion—estimated that the deficit could grow as deep as $130 billion by the end of the year.

Of the total deficit for the first half of 1984, $41.7 billion is in manufactured goods. For the same period last year, the imbalance was $14.2 billion.

AFL-CIO Research Director Rudy Oswald linked the deteriorating trade picture to "the bankruptcy of U.S. trade and economic policies."

The "tremendous" increase in imports, Oswald said, "demonstrates an absence of a coherent and effective U.S. policy. On top of that, the macroeconomic policies of the Reagan Administration have worsened the crisis by leading to a dollar that has appreciated 58 percent since 1980."

Dollar impact

The overvalued dollar, he said, has priced U.S. exports out of world markets while giving imports a wide cost advantage in both domestic and other foreign markets.

Oswald pointed out that the damage is especially deep in manufacturing where the deficit for such goods as tires, paper, textiles, iron and steel and other metals is up 65 percent over last year.

In machinery and transportation equipment, the trade balance plunged from a $96.4-million surplus in the first six months of 1983 to a $15.3-billion deficit this year. Imports in the category increased 44 percent.

For other goods, such as clothing, shoes and toys, the deficit increased 68.5 percent over the 1983 period, because of a 35-percent increase in imports.

The American Iron & Steel Institute charged that a "surge" of imported steel into the U.S. market has stunted the domestic industry's attempts to recover from its depression.

The industry group pointed to government data showing steel imports in June up 38 percent over the same month last year. For the first six months of 1984, AISI said, imports accounted for 24.2 percent of the U.S. market, 73 percent higher than the same period last year.

House defies veto warning on food bill

The House passed overwhelmingly a veto-threatened hunger relief bill that would undo some of the cutbacks in the food stamp program that were inflicted early in the Reagan Administration.

Although the legislation was based on the recommendations of a presidential task force, Office of Management & Budget Director David Stockman protested it would be too costly. In addition, he complained, it would "repeal important reforms" in the food stamp program. Stockman said he will recommend that President Reagan veto the measure if the Senate also approves it.

Bipartisan effort

Despite the Administration's opposition, the House passed the bill by a 364-39 vote, with a majority of Republicans joining in support.

The legislation slightly increases food stamp benefits for all recipients—an average of 63 cents a month—and allows homeless persons to receive assistance.

Its main change, however, is an increased allowance for work-related and household expenses that can be deducted from income limits on food stamp eligibility and higher limits on other deductions. These include child care expenses and housing and utility costs.

The effect would be to allow low-income employed persons to obtain more food stamp assistance. In large measure, the changes made by the bill would restore the income exemptions to the level that existed before the cutbacks imposed on the program by the so-called Gramm-Latta budget that Congress enacted in 1981.

Another provision of the bill expands the definition of disabled persons who are entitled to food stamps on a more liberal income and assets test.

African exchange

Eleven African trade union women exchange views with AFL-CIO International Affairs Director Irving Brown, right, at the conclusion of a three-week, work-study tour of the United States. The unionists, from Liberia, Lesotho, Kenya, Botswana, Mauritius, Zimbabwe and South Africa, visited local unions across the country and participated in education projects including an on-the-job meeting with unionists in Richmond, Va. The federation's African-American Labor Center sponsored the tour. AALC Executive Director Patrick J. O'Farrell is next to Brown.

Unions denounce Reagan scheme to tax workers on fringe benefits

A federal tax system that is already tilted against wage-earners would be made even more inequitable by proposals to levy additional taxes on workers based on the value of their job-related fringe benefits, union witnesses warned at Senate hearings.

Fringe benefits are increasingly being eyed by the Reagan Administration and some members of Congress as a source of tax revenue without a general tax increase. And the Administration has already proposed—under the guise of seeking to lower health care costs—a limit on the tax-free premium employers could provide for health insurance coverage of their workers.

AFL-CIO Associate Legislative Director Robert McGlotten and other union witnesses challenged the assumptions of such proposals—and the fairness.

The deficits that lead to pressure for new revenue sources stem from the Reagan Administration's "tax giveaways" to the wealthy and to the virtual elimination of the corporate income tax, McGlotten stressed. Further, he noted, some of the tax changes enacted this year to reduce the revenue loss fall hardest on workers. The final version of the tax bill also failed to renew the current tax-exempt status of employer-provided legal services and educational benefits.

McGlotten warned that tax policies designed to discourage health plans providing comprehensive coverage would reverse "decades of progress" in insuring workers against the cost of illness. He reminded the panel that many of the fringe benefits that would be affected by tax changes were shaped through years of bargaining that often involved concessions in one contract area in exchange for improvements in others.

Wrong approach

Sen. Bob Packwood (R-Ore.), who presided at the hearings as chairman of the Subcommittee on Taxation, also was critical of the proposals to tax various worker benefits. He suggested that discouraging the private sector from providing benefits to its workers would build pressure for an expansion of government-funded benefits.

Union witnesses testifying at the hearings included:

● Auto Workers Legislative Director Dick Warden, who stressed the distinction between negotiated benefits received in cash, such as fully taxed vacation and holiday pay, and those benefits "which are only rendered as services and cannot be converted to cash."

Warden said the imposition of income or payroll taxes on such non-cash benefits as health insurance, education assistance and group legal services "is unacceptable because it would increase the tax burden of the average worker while nothing is added to his or her earnings."

● President John DeConcini of the Bakery, Confectionery & Tobacco Workers spoke with pride of the comprehensive health care and pension plans negotiated by the union, with portability for workers who change employers. But he warned that such programs, which meet an important social need, "will be severely injured" if tax policy is changed to discourage them and it becomes more costly for employers to provide benefits than pay out the money in wages.

Legislative exclusion

● For the Food & Commercial Workers, Michael L. Tiner urged Congress to continue and make permanent the exclusion of legal service benefits for workers from taxation. Packwood has introduced legislation to that effect. Tiner, the UFCW's assistant government affairs director, acknowledged the pressures on Congress to find new revenue sources. But in doing so, he urged, Congress should "look to those who benefited most" from the tax cuts enacted in 1981 and who now should "share in the burden of cutting the deficit."

● Robert A. Georgine, who heads the AFL-CIO Building & Construction Trades Dept., testified for the National Coordinating Committee for Multiemployer Plans in strong opposition to the "disturbing trend" toward using tax policy to limit employer-provided benefits. That's not the way to achieve efficiency and cost containment goals, Georgine insisted.

● Teachers Vice President Loretta Johnson said ending the tax-exempt status of educational benefits provided to workers falls heaviest on minorities and low-paid employees. She cited the social benefits that have come from such AFT programs as free college courses for paraprofessionals that have enabled many to move to higher skills and in some cases qualify as teachers.

Labor-backed youth jobs bill passes House subcommittee

A House subcommittee has approved a youth jobs bill designed to help needy teenagers complete high school and gain employment skills.

The legislation, sponsored by Rep. Augustus F. Hawkins (D-Calif.), was backed by the AFL-CIO as the "right way" to approach the problem of youth unemployment. By contrast, the Reagan Administration solution is to cut the minimum wage for teenagers from $3.35 an hour to $2.50 from May through September.

Under the Hawkins bill, the federal government would help fund after-school and summer jobs for needy youngsters, aged 16 through 19, with preference to those doing poorly at school and most likely to drop out and join the high-unemployment ranks of the unskilled.

Participants in the program would be monitored to assure continued attendance in classes and progress in their academic courses.

The legislation is expected to be approved by the full House Education & Labor Committee, clearing it for the House floor. But there is little likelihood of the Senate taking up a companion bill that has been introduced by Sen. Edward M. Kennedy (D-Mass.).

Burford resigns

In other congressional developments:

● Overwhelming congressional disapproval of a presidential appointment bore results as Anne M. Burford resigned as head of an environmental advisory panel. The post didn't require confirmation, but both the Senate and House had voted by bipartisan majorities to ask President Reagan to withdraw the appointment. Burford's reign as administrator of the Environmental Protection Agency had been marked by serious charges of political cronyism and inaction on polluters.

● With Republicans and Democrats vying for election-year credit, the Senate voted 86-3 to assure a cost-of-living increase next January for social security recipients even if the inflation rate since the last rise is below the 3 percent trigger level. The most recent estimate was that it would come to 2.9 percent.

President Reagan, under fire for his record of hostility to social security, supported the waiver at his last news conference, and the Senate acted two days later. The wage base on which social security taxes are paid is increased proportionately to keep up with the inflation rate. The effect would be to increase the tax paid by workers making more than the present base of $37,800 a year.

The House has not yet acted on the bill. Under present law inflation under 3 percent is carried over to the following year in determining the cost-of-living increase. But eliminating the ceiling would mean that the beneficiaries get the raise a year earlier than otherwise.

● Senate passage of a postal appropriations bill assured continuation of reduced rates for publications of non-profit organizations, including union newspapers and journals, to avoid a steep rise in postage costs.

● A House-Senate conference will shape the final version of legislation to reauthorize and toughen the federal law regulating the treatment and disposal of toxic wastes. The White House had been cool to many of its provisions, and the bill was stalled in the Senate for a full year.

But under political pressure from environmentalists, the White House changed signals and Majority Leader Howard Baker told the Senate he expected President Reagan to sign it. The bill passed the Senate unanimously and must now be meshed with a somewhat more stringent measure the House passed last November.

Strike continues at 6 Las Vegas hotels

Las Vegas, Nev.—Some 1,400 members of the Hotel Employees & Restaurant Employees locals here remain on strike against six hotels that insist on keeping scabs that they hired after the Apr. 2 walkout.

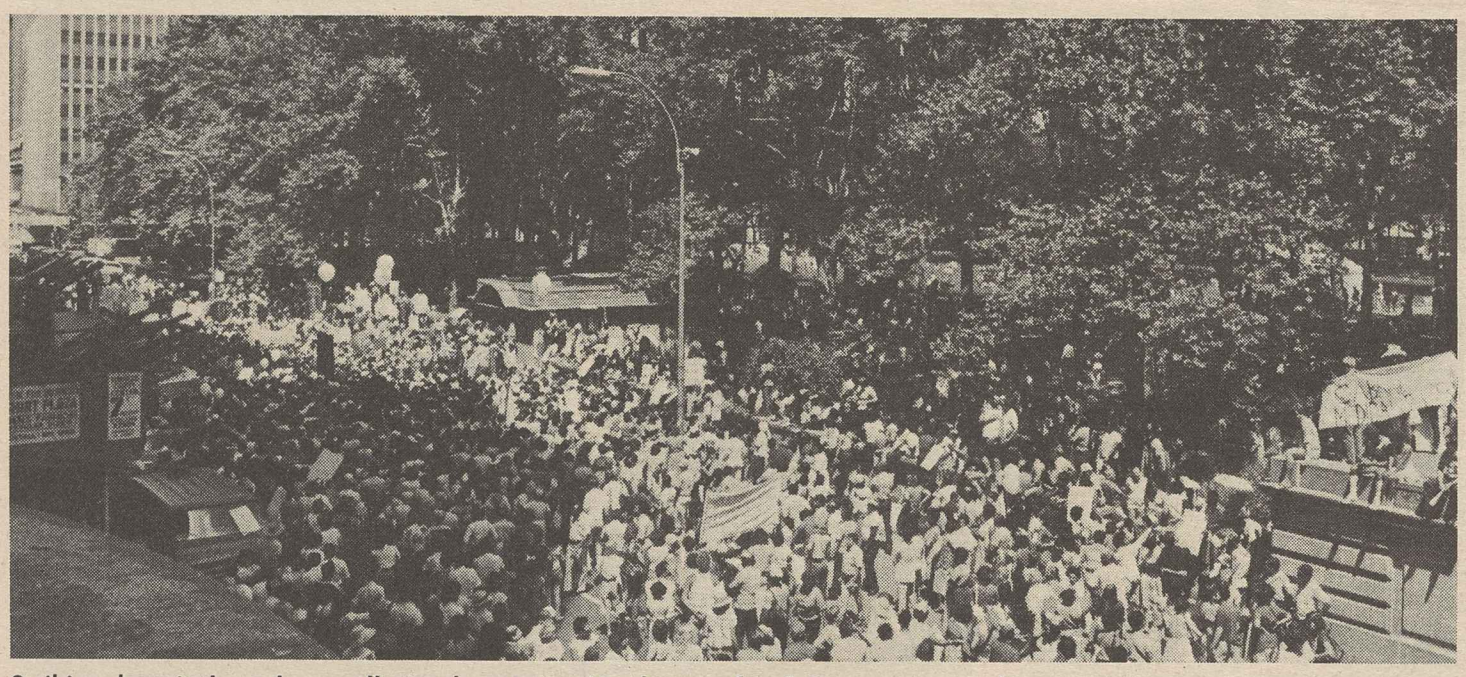
The holdout hotels are the Hyatt-owned Four Queens, Sam's Town and the California, all members of the Nevada Resorts Association, as well as the Holiday Inn South, Holiday International and the Marina Hotel.

HERE organizer Bill Grandfield said no negotiating sessions have been held since the holdouts issued the demand to keep the "permanent replacements." He added that the Hyatt Four Queens had asked to meet with union negotiators, even though it stands firm on keeping the scabs.

Grandfield said the Hyatt negotiators were no longer willing to accept the provisions agreed to by the 26 major hotels and prefer to seek "takebacks" from the union.

HERE is continuing its informational campaign against the holdouts by running newspaper ads and leafleting the Olympics in Los Angeles.

A scuffle at the Marina Hotel between security guards and pickets resulted in one female picket receiving a broken arm and another elderly striker being taken to the hospital after she received cuts and bruises from being shoved to the ground.



Striking hospital workers rally in downtown Manhattan for fair contract settlement.

50,000 New York hospital strikers reject 'final offer' for givebacks

Continued from Page 1

are going to break, "they couldn't be more wrong."

"This union is no stranger to struggle. We know how to stand tall."

Most of the strikers work for non-profit hospitals and nursing homes represented by the League of Voluntary Hospitals & Homes, others for establishments represented by the Association of Voluntary Nursing Homes, and some for non-affiliated employers.

The union is seeking a 10-percent pay increase, with improvements in hours, overtime, holiday and vacation provisions, sick leave, promotions and layoff protections. Other contract issues involve workplace safety and health.

Guaranteed weekends

A major rallying point has been the union's call for the guaranteed right to have "every other weekend off." Many of the picket signs carry this demand in the letters "EOWO."

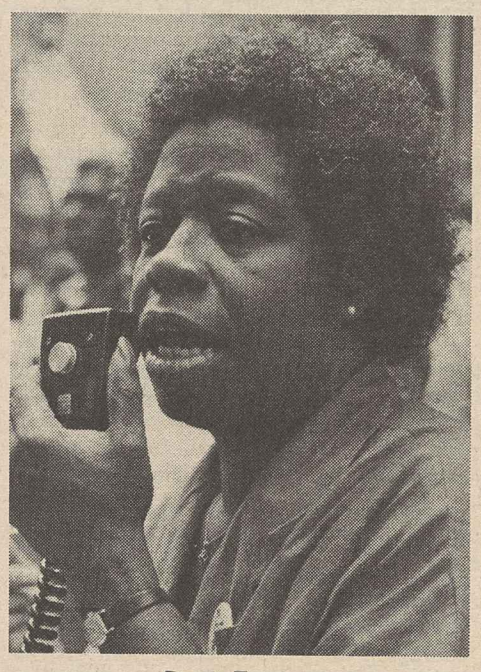
It's a matter of dignity, Turner explained. People want an assurance of a weekend off as a matter of right, not something that is at the whim or scheduling convenience of management.

The non-profit hospitals receive most of their funds through the New York State Health Dept. reimbursement system, and a group of prominent public officials has called on the state to press hospital managements for an accounting of state funds and a settlement of the strike.

Payments from the state will increase 6.5 percent this year and 6.2 percent next year —a percentage substantially greater than they have offered their workers.

Some 3,000 nurses represented by District 1199 joined the picket line, but nurses in three hospitals were under a court order to return to work.

At Long Island College Hospital and St. Mary's, the nurses reluctantly did so. But at St. John's Episcopal Hospital, they stayed out, awaiting the rehiring of the eight nurses the hospital had fired at the beginning of the strike. A federal district judge has threatened to impose $15,000-a-day fines on the union if the nurses refuse.

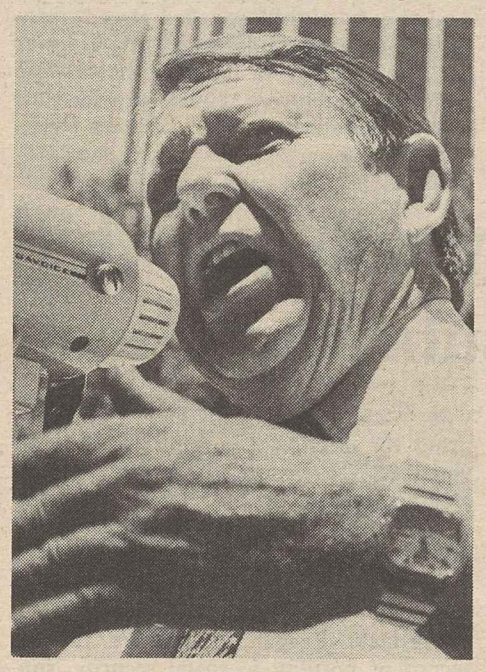


Doris Turner

Meanwhile, the strike continued to spread as two additional hospitals and a nursing home were struck on Aug. 1. The union's tally shows 42 hospitals, 14 nursing homes and three ambulatory health clinics on strike.

At a breakfast meeting with District 1199 leaders, some 50 representatives of New York City unions pledged their support—including financial aid and picket line reinforcement.

Three federal mediators have met at various times with the two sides, but union negotiators say there has been little management movement at the bargaining table.



Alvin E. Heaps

Poverty rise tied to unfair program cuts

Continued from Page 1

The weak economy was the most disastrous factor forcing married-couple families into poverty, CRS said. Nearly 10 percent of the overall 12 percent increase in poverty for this group came as a result of the recession.

The ravaged economy also accounted for most of a 10 percent increase in poverty among working adults, CRS data showed.

Rich benefit

In a separate analysis, Representatives Charles Rangel (D-N.Y.) and Rep. Robert Matsui (D-Calif.) charged that the Reagan tax program resulted in hefty tax hikes for the poor while easing the share paid by the rich.

Using Census Bureau data, the Rangel-Matsui study calculated that federal taxes paid by households below the official poverty line rose at least 58 percent between 1980 and 1982. Over that period, the study found that the number of poor families paying taxes also doubled.

Rangel and Matsui said the tax burden for a family of four living at the poverty line was $460 in 1980, but after the Reagan tax changes, the tab rose to $946 for 1982 and will reach $1,076 in the current year.

The official poverty line for such families was $8,414 in annual pre-tax income in 1980 and $9,862 in 1982.

Refute Reaganomics

Rangel and Matsui, who serve on the tax-writing Ways & Means Committee, said the figures help to refute Reagan's statements that his economic policies don't hurt the poor.

"These dramatic increases in tax burdens for low-income families contrast vividly with the reductions that have been afforded the affluent and many large corporations," they said.

The congressmen also called for changing the way the official poverty line is set so that it will be based on after-tax income. The system would give a more accurate picture of a family's spendable cash. The Administration not only opposes that change, but also wants to have such non-cash benefits as food stamps and housing assistance added to the tally for determining who's poor.

The two Democrats pointed out that the Census Bureau tally at 34.4 million Americans living in poverty in 1982 would have been 37.6 million if the data had been based on after-tax income. Matsui and Rangel questioned the bureau's latest figures on the same grounds.

Georgia study finds poor worse off under Reagan

The Reagan Administration may be claiming that its deep cuts in social programs hurt no one, but the facts prove otherwise, a new study on hardship clearly demonstrates.

Titled "Coping with Poverty: Working Poor Families in Georgia," the study focused on the lives of 207 poor, female-headed families who lost all benefits under the Aid to Families with Dependent Children program as a direct result of the Reagan restrictions.

The study by the Washington-based Center for the Study of Social Policy was funded by the Ford Foundation. It is one of a series of efforts underwritten by the foundation to assess the impact of the Reagan budget cuts on working welfare recipients.

It found that the increased hardship among the Georgia families clearly refutes the Administration's statements that only "the undeserving," or people with "considerable outside income" would be touched by the cuts.

"The 1981 budget cuts in AFDC," the study said, "although touted as 'welfare reform' did not reform the program in any positive way. Instead, they made many working mothers poorer, increasing financial hardship for a group of families government should be supporting—those willing and able to work but who cannot raise their families out of poverty on their wages alone."

All of the women who participated in the Georgia study were single parents who worked and received some welfare assistance before the 1981 budget cuts. All lost AFDC between October 1981 and June 1982 as a result of the new Reagan eligibility rules because their gross incomes exceeded a ceiling of $549 a month for families in Georgia, and because the new formula for benefit calculation was tightened to disqualify many working recipients.

Rock-bottom benefits

The study pointed out that state welfare benefits in Georgia are among the lowest in the nation, and only because the state legislature raised its own meager benefits slightly—and because of the availability of federal food stamps—were many of the families able to subsist at all.

About half the mothers interviewed had completed high school, 10 percent had some training after high school but none had completed college. About half lived in households with other adults—many because they had been forced to give up their own homes.

All of the women had held one or more jobs over nearly the entire period studied, and virtually all held service, factory or clerical jobs. Most earned less than $4 an hour.

Child care and health care for their children and themselves were found to be major problems. Few of the mothers held jobs that provided more than minimal fringe benefits, and health care problems were intensified, the study pointed out, because the families lost Medicaid when they lost AFDC.

The average gross earnings for the families at the time their benefits were cut off was $447 a month—rising when AFDC and food stamps were included to about $609 a month. But without AFDC, and even with a slight increase in food stamps, the families' total monthly pre-tax income dropped after the cuts to about $554.

The study also pointed out that after the cuts, many families with a working mother actually had less disposable income than those with a non-working mother supporting her family solely on welfare.

Yet the working mothers stressed that they wanted to work, and expressed some embarrassment at taking "welfare" at all. Since only 12 percent were able to make up for their AFDC loss through increasing their earnings, the families responded to the increased hardship by paring monthly expenses, including many basic necessities. Many borrowed money from finance companies, family or friends. About 30 percent had no telephone.

Many turned to charities for clothing and food, and 82 percent reported that they had run entirely out of money within the previous year including one-third who said they had run out of food completely at times.

Hurting the poor

"In the end," the report concluded, "it appears the Administration simply wanted to save money by cutting families off welfare—strictly a budgetary goal."

What happened in 1981, the study said, did not take into account the complexity of the crucial federal-state partnership that characterizes AFDC, "nor did the Administration take the time to find out who they would be cutting off AFDC and what effect such an action would have on these families."

Membership signal

ITU election margin rejects Teamster ties

Colorado Springs, Colo. — Robert S. McMichen's election as president of the Typographical Union over incumbent Joseph Bingel by a nearly 2-1 margin signaled the membership's rejection of a proposed merger of the ITU with the unaffiliated Teamsters. Two other incumbent officers were defeated in the Labor Dept.-supervised rerun election.

And in San Francisco, U.S. District Court Judge Thelton E. Henderson's continuance until Sept. 17 of a court-imposed injunction blocks a merger referendum vote on Sept. 19 that had been planned by the pro-Teamsters board members. The injunction prohibits the union's officers from taking any action toward merger with any other union.

McMichen, along with Billy Joe Austin of Denver and William Boarman of Washington, opposed merger with the Teamsters, favoring instead a merger with an AFL-CIO affiliate, the Graphic Communications Union.

The McMichen slate in a statement stressed that its victory shows "the members of the ITU cherish our long democratic tradition and will never allow it to be put up for sale." It proves "that the overwhelming majority of ITU members have no desire to be absorbed by the Teamsters union," the statement said.

Natural ally

The statement added, "The vote indicates a clear interest in pursuing merger" with GCIU, "our most logical, natural ally. We plan to pursue and, we hope in time, to consumate the merger with GCIU, or if that is not possible, with another union in the mainstream of U.S. and Canadian labor."

The Labor Dept. announced the preliminary vote totals on July 27 and gave the candidates until Aug. 6 to file any challenges.

If challenges are filed, the Labor Dept. is to rule on them within 30 days. If there are no challenges, the vote tallies will be certified and the officers sworn into office prior to the union's September convention.

The Labor Dept.'s preliminary totals gave McMichen 28,167 votes to Bingel's 15,296. In the vice presidential elections, Austin defeated incumbent Robert L. Wartinger, 24,157 to 17,237; Boarman topped incumbent Raymond Brown, 23,918 to 17,699 and incumbent Alan J. Heritage, who ran unopposed for the slot reserved for a Mailer member, received 29,757.

Kopeck re-elected

Incumbent Sec.-Treas. Thomas W. Kopeck was re-elected over challenger Robert Petersen of Washington, 24,569 to 18,532.

McMichen had previously defeated Bingel by 5,000 votes in the elections held in November 1983. The union's canvassing board set aside the results of those elections amid charges of campaign irregularities and promised to reschedule them in the spring of 1984. It also allowed Bingel to remain in office.

In the interim, Bingel and the other officers worked out a merger document with the Teamsters and scheduled a referendum vote for May 16.

McMichen requested the Labor Dept. to investigate the election and the canvassing board's actions, while his supporters filed suit in San Francisco to block the referendum. The court issued an injunction blocking the merger vote until the Labor Dept.'s rerun election determined the leadership of the union.

On June 19, just prior to the voting in the rerun election, Bingel and the other officers set Sept. 19 as the date of the Teamster merger vote.

Judge Henderson's action to deny the ITU's request to dissolve the injunction will prevent the outgoing officers from acting to notify the membership of the referendum as required under the ITU constitution. Thus, the Sept. 19 merger vote will not be able to be held, according to attorney Stephen Berzon, who represented the six McMichen supporters who sued to block the May 16 referendum.

Testifying at hearings on the Women's Bureau, from left: Ellen Wernick of CLUW, Constance Woodruff of the National Association of Commissions for Women, and Pat Thomas of the Service Employees.

Unions protest abandonment of Women's Bureau mission

The Reagan Administration's willful disregard of the interests of wage-earning women is reflected in the present policies and programs of the Women's Bureau of the Labor Dept., union witnesses charged at House hearings.

Ellen Wernick of the Coalition of Labor Union Women and Pat Thomas, Service Employees' education director, testified that under the Reagan Administration, the bureau's activities have been "strangled" and its mission "distorted."

The "historic working relationship between organized labor and the Women's Bureau has all but ceased to exist," they pointed out in their appearance before the Manpower & Housing Subcommittee of the Government Operations Committee.

Budget target

The Administration tried to kill the bureau in 1981 through massive budget cuts, Wernick and Thomas explained. But when that maneuver was headed off through the lobbying efforts of labor and women's groups, the Reagan Labor Dept. used its administrative powers to hamstring the bureau's activities, change long-standing policies and cut off contacts with union women.

The Women's Bureau was established by Congress in 1920 to "promote the welfare of wage-earning women, improve their working conditions, increase their efficiency and advance their opportunities for promotion in employment."

Thomas and Wernick pointed out that until the Reagan Administration took office, the bureau was the official federal resource for information on the status of women in the workforce and for related data. The bureau served as the Labor Dept.'s arm for information on the rights of women under both federal and state laws, and it funded a variety of programs for women workers, including job training. Those functions have been sharply cut, they asserted.

Wernick, who is executive director of CLUW's Center for Education & Research, noted that after its founding in 1974, CLUW was regularly consulted by the Women's Bureau on many issues, and around the country the bureau's regional staff developed working relationships with CLUW leaders and other union women.

But since 1981 those relationships have completely disintegrated, access to the bureau's resources and information have been virtually closed to union women, and organized labor is no longer consulted on or asked to participate in bureau-sponsored activities such as conferences on employment and other working women's issues, Wernick said. She appeared at the hearing on behalf of CLUW President Joyce D. Miller.

Thomas, who chairs Washington Union Women, an informal network of women trade unionists in Washington, D.C., pointed out that in 1972 the bureau was instrumental in the founding of WUW and assigned staff to participate in the group's monthly meetings.

Positive effort

The bureau assisted by maintaining WUW's mailing list, arranging for meeting sites and notifying participants. The project was so successful that the bureau even produced a pamphlet for its regional offices explaining how similar groups could be established.

But in 1983 without notice or explanation, the bureau told WUW that it was ceasing to provide all assistance. A staff representative in Philadelphia—who was prohibited by travel cost restrictions from attending meetings—was assigned as a liaison to WUW.

Mondale, Ferraro off to fast start

Walter F. Mondale and Geraldine A. Ferraro carried the Democratic presidential campaign to enthusiastic crowds from New York to Texas in a week during which the Republican message came through somewhat garbled.

It was a week in which the GOP's "New Right" tried to read a group of moderate senators out of the Republican Party and both President Reagan and Vice President Bush did some waffling on the question of debates with their Democratic challengers.

The Democratic team got a rousing "home-town" sendoff in the Queens, N.Y., district that sent Ferraro to Congress. The New York City borough of nearly 2 million people was decked with Mondale-Ferraro signs, and the political dignitaries who turned out included Gov. Mario Cuomo, Sen. Daniel Moynihan and Mayor Edward Koch.

Both Mondale and Ferraro gave major speeches to the National Urban League conference in Cleveland and then took part in a voter registration rally.

Theme for America

The Urban League audience repeatedly broke into applause as Mondale reiterated his theme of an America in which people can "go as far as their talent and effort will carry them"—and where the American dream doesn't carry a "whites only" sign.

Ferraro, whose place on the ticket was credited by pollster Louis Harris with turning the public opinion trend from a Reagan landslide to a horse race, said the Democratic ticket stands for "full and fair employment . . . educational excellence . . . fair and decent housing."

In Jackson, Miss., Mondale and Ferraro made clear that the once-Democratic Southland wasn't going to be surrendered to President Reagan in this election campaign. They picnicked with farmers and got a warm greeting at a rally at the governor's mansion before starting two days of campaigning in Texas.

Mondale said the formal launching of the campaign in Mississippi and Texas was intended to let southern voters know that "they're important" in the Democratic script for victory in November.

Swinging wildly

Reagan, who had swung wildly at the Democrats the previous week while campaigning in Texas, passed up an invitation to address the Urban League and relied on television coverage of his opening of the Olympics in Los Angeles to keep him in the public eye.

But as the Republican Party prepared for its mid-August convention, the remnants of a once-strong moderate wing were trying without much success to keep the Reaganites from pulling the GOP still further to the right.

On the most substantive issue, the right wing was pressing for a firm platform commitment against any tax increases—a denial of Mondale's contention that an increase to bring down the budget deficit is essential no matter who is elected President. But the credibility problem for the platform writers was that a number of prominent Republicans as well as economists of all persuasions have openly agreed with Mondale.

A leading spokesman for the GOP's right wing, John T. (Terry) Dolan, sought to banish from the Republican Party a group of moderate senators who held an unofficial platform hearing so that organizations and individuals not associated with the Reagan Administration could get a hearing for their views.

Dolan, who is chairman of the National Conservative Political Action Committee, showed up to charge that the real purpose of the hearing was "to trash President Reagan and his Administration."

He told four of the organizers—Senators Lowell Weicker of Connecticut, Charles Mathias of Maryland, John Chafee of Rhode Island and Robert Stafford of Vermont that they should get out of the Republican Party, Dolan told two other senators who had cosponsored the hearings that they should be "more careful of the company they keep" or they'd be in trouble with "the folks back home."

At a higher level, Bush appeared to be having second thoughts about his earlier promise to debate Ferraro.

While he would "like" to debate the Democratic vice presidential candidate, Bush said, some of the Reagan campaign strategists "think it would not be a good idea." Bush said Ferraro has been getting "disproportionate" attention in the campaign.

Debate on debates

Reagan, meanwhile, indicated that he might be willing to engage in two debates with Mondale if they could agree on a format and time, but more than that would be unwise because, according to Reagan, it would "bore the pants off" television viewers.

Mondale's response was a question to the 7,000 people at the Jackson, Miss., rally.

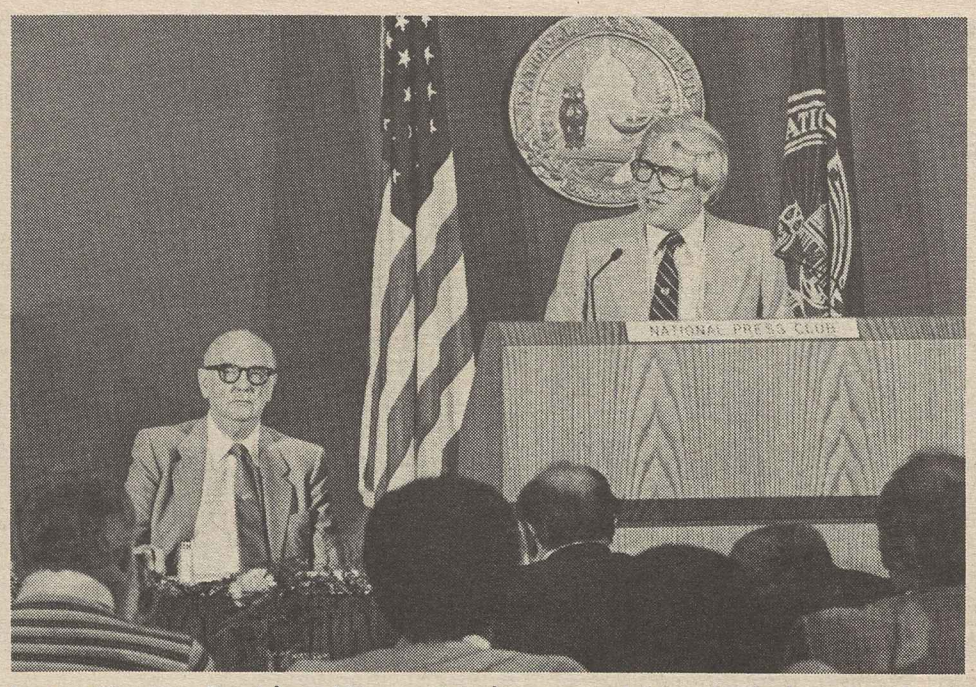
"Would a debate be boring here in Mississippi if we discussed why 10.5 percent of the good people of this state are unemployed, why farmers are having their worst year in history, why the interest rates are rising? Would it bore the pants off the people of Mississippi?"

The shouted response from the crowd was a loud "No."

Helen Witt takes chair at Mediation Board

Helen M. Witt, an arbitrator and mediator, was named chairperson of the National Mediation Board, effective July 1. She is the first woman to head the independent federal agency since its inception in 1934.

The NMB handles collective bargaining and worker representation disputes in the airline and railroad industries.



Letter Carriers President Vincent Sombrotto and Postal Workers President Moe Biller, seated, at the National Press Club, accuse USPS of lawbreaking.

Postal unions sue to block 2-tier pay, benefit structure

Continued from Page 1

parties to submit to binding arbitration. A three-member arbitration board then will render a decision within 45 days after it is appointed.

While the Postal Reorganization Act of 1970 spells out the factfinding and arbitration procedures, the parties are free to resolve the impasse by themselves.

The APWU and NALC—the two largest postal unions—said further action against USPS will be decided by delegates to their conventions later this month. The unions will meet separately but simultaneously in Las Vegas, Aug. 20-25.

Administration's role

In their Press Club remarks, Biller and Sombrotto accused the Reagan Administration of casting "its long and sinister shadow" on the postal bargaining long before formal talks got under way. USPS is steered by the Reagan-dominated Board of Governors, which injected "mean-spirited politics" into the collective bargaining process in early April, they said, by claiming that postal workers were overpaid by some 23 percent when compared with private-sector workers.

"So by April, even before the talks got going," the two union leaders said, "our workers were already under attack by an Administration hell-bent on crushing their hopes for a more secure future and a safer workplace."

Biller called on Reagan to have Postmaster Gen. William F. Bolger come up with a fair proposal. He described Bolger as "the most anti-labor Postmaster Generals we've ever had" even while he has feathered his own nest.

Biller cited reports that Bolger was the recipient of a "retirement enrichment" package worth more than $62,000 negotiated by former Board of Governors Chairman Robert L. Hardesty, suggesting that Bolger and his "well-heeled cronies" take care of each other at workers' expense.

Biller also noted that Bolger hired one of the nation's most notorious labor law firms to take part in the contract talks.

"If he took them on a month ago, it is quite clear he wanted to disrupt the negotiations," Biller charged. The union-busting firm involved is Littler, Mendelson, Sastiff & Tichy of San Francisco.

The postal unions' position on USPS's unilateral change in the pay and benefit levels for new hires drew prompt support from Rep. William D. Ford (D-Mich.), chairman of the House Post Office & Civil Service Committee.

In a July 26 letter to Bolger, Ford called the proposed two-tier pay scale illegal under the Postal Reorganization Act and said the damage to postal labor-management relations "is likely to be permanent."

"I am puzzled by this decision," Ford said. "Whatever is achieved by this action is being purchased at the cost of a generation of ill will and devastated morale."

As federal employees, postal workers are forbidden by law to strike. Biller and Sombrotto indicated, however, that there might not be any alternative.

"Whether it's legal or illegal, when workers are pressed to the point where they feel they have no other course of action, they'll take that action," they said in response to a question during their joint appearance at the Press Club.

"Workers pushed up against the wall have the right and the responsibility to withhold their labor as the weapon of last resort," they said.

Roller coaster Reaganomics

Drop in new orders depresses key index

A sharp decline of nine-tenths of 1 percent in the government's index of future economic activity in June "is another sign of the roller coaster effects of Reaganomics," AFL-CIO economists observed.

The decline in the index—the first major reverse in the key measure in nearly two years—indicated further slippage in the economy. June house sales were down 5.3 percent from a year earlier, another portentous indication, and there were big declines also in new orders for machine tools and in construction contracts.

Of the steep drop in the government's leading economic indicators index, Federation Research Director Rudy Oswald said that the June decline in new orders for manufactured consumer goods and materials was "particularly worrisome" for what it signaled about future factory employment.

The drop in the index was the first month of decline since August 1982, when the measure dipped one-tenth of 1 percent. The index is based on a variety of sensitive economic data that usually are the first to register a shift in economic trends. Slight declines have been reported in the past—a one-tenth of 1 percent drop in May, for example—but were later revised as more data came in to the Commerce Dept., which issues the monthly report.

Negative signs

Seven of the 10 indicators that make up the index contributed to the June decline, and the remaining three were on the edge of deterioration, the government reported.

The biggest negative factor in June was the decline in manufacturers' new orders for consumer goods. Another large contributor to the decline was contracts and orders for plant and equipment.

The other five indicators that contributed to the June decline were vendor performance, change in sensitive materials prices, stock prices, new business formation and average weekly initial claims for state unemployment insurance benefits.

The two positive indicators were the pace of building permits, which increased slightly despite a general leveling out of the housing industry, and expansion of the money supply. A 10th indicator—the length of the average workweek—did not change.

In its report on June machine tool orders, the National Machine Tool Builders' Association said orders were down 40 percent from May. The order dip parallels a June decline in capital goods orders of all types reported a week earlier by the Commerce Dept.

New construction contracts were off 10 percent in June from the May level, F. W. Dodge reported. The sharpest drop occurred in utility construction, which "fell almost to the vanishing point," Dodge said.

On a regional basis, construction gains during the first half of the year were strongest in the Midwest and Northeast.

Meanwhile, the Labor Dept. reported another rise in productivity in the nonfarm sector of the economy. The rise in the second quarter was 3.3 percent, at an annual rate, and followed a 2.6 percent increase in the January-March period.

Second-quarter manufacturing productivity rose at a 3.2 percent rate, weaker than the first period's 3.7 percent rate.

Nine-state poll shows voters supporting curb on imports

Most voters in the nation's major industrial states strongly favor tougher U.S. restraints on job-destroying imports, according to a public opinion poll commissioned by the Steelworkers.

In the survey of likely voters in nine key industrial states, 76 percent of those questioned said the federal government should take a tougher position on imports. Nine out of ten respondents said they believe it is unfair for American workers to lose their jobs because of subsidized foreign imports, and 65 percent of the voters said they would favor specific limits—such as quotas—on steel imports.

Those who favor import restraints said they are needed to have jobs, and 78 percent of all respondents—including 90 percent of those who support import limits—agreed that the loss of American jobs to imports is a real, current problem that should be stopped.

The telephone survey was conducted in June by Fingerhut/Granados Opinion Research among a sample of likely voters in Pennsylvania, Ohio, Illinois, Texas, Michigan, Indiana, Kentucky, Alabama and Missouri.

Steelworkers President Lynn Williams said the poll shows "that the general public shares the opinions I hear our own members express every day. The problem of jobs and the issue of trade are inseparable."

In the survey, the researchers also found deep concern over both the failure of American business to reinvest resources in basic industry here and the use of subsidies by foreign governments to make their exports cheaper.

The poll showed that 77 percent of the voters favor "requiring American steel companies to reinvest profits in modernization of their plants," and 88 percent believed that foreign governments are helping to destroy American industry and jobs by subsidizing their own industries to help undercut U.S. products.

Wages up 2.8% in major contracts

Major collective bargaining agreements negotiated in private industry during the first six months of 1984 will yield average wage increases of 2.6 percent in the first year and 2.8 percent annually over the life of the contracts, the Bureau of Labor Statistics reported.

The last time the same parties bargained —two or three years ago in most cases— the comparable figures were 7.6 and 6.6 percent, respectively, BLS said.

In the second quarter alone, negotiated wage increases averaged 2.3 percent in both the first year and annually over the life of the contracts. First-quarter settlements averaged 3.1 percent in the first year and 3.4 percent annually during the contract periods.

The first-half figures—2.6 percent in the first year and 2.8 percent annually over term—matched the average increases for all 1983 settlements.

Major contracts are those covering bargaining units with at least 1,000 workers. Settlements during the first half of this year covered 834,000 workers.

As of June 30, however, another 866,000 workers were under contracts that had expired or reopened but had not been renewed. BLS explained that these workers continued to be covered by the terms of their prior agreements, except for about 4 percent who were involved in work stoppages. About 45 percent of the workers covered by expired contracts were in railroad transportation, with another 21 percent in construction.

In a breakdown of the first-half settlements, BLS said that nearly three-fourths of the workers covered had wage increases averaging 4.6 percent in the first contract year, while one-fifth had no wage change and the rest had decreases.

"One-fifth of those with no wage changes or decreases in the first year will have subsequent wage increases that will result in a net gain for the contract term," BLS added. "Thus, by the end of their contracts, nearly four-fifths of the workers will have an increase in wages, averaging 4.1 percent a year.

Wage increases negotiated in the first six months of this year were in a variety of industries, including petroleum refining, public utilities, water transportation, construction, airlines, and building service and maintenance.

Settlements with no specified wage changes over their life were primarily in the construction industry, but appeared also in the shoe, primary metals, can, transportation equipment, textile manufacturing and transportation industries.

BLS said that 21 percent of all workers under first-half settlements were covered by cost-of-living adjustments, compared with 57 percent of all workers under existing major agreements. The COL adjustments are not included in the settlement average increases since they depend on future changes in the government's consumer price index.

In contracts covering 5,000 or more workers, combined wages and benefits increased an average 4.3 percent in the first year of the pacts and 3.9 percent annually over the contract term, about a third higher than the increases for all 1983 settlements.

Utility Workers win pact in 6-week Detroit strike

Detroit—Some 3,600 members of Utility Workers Local 223 ended a six-week strike against Detroit Edison Co., after approving a new three-year contract providing for wage and benefit increases.

Hourly wages, which averaged $13.23 under the old contract, will rise an average of 39 cents in the first year, 34 cents in the second and 39.5 cents in the third. The union also won a slight improvement in the cost-of-living adjustment formula.

Some key issues in the strike, the longest ever against Detroit Edison, were health care and reinstatement of strikers discharged during the walkout.

EDITORIALS

No Longer a Game

AMERICA'S POSTAL employees and their unions are indignant—outraged at the blatant union-busting tactics employed by the U.S. Postal Service in the current round of collective bargaining.

They have good reason for indignation.

Bargaining within the strictures that Congress set for the postal service has never been smooth or easy. But until now it has been successful, despite a few trips to the brink. Contracts covering more than half a million workers have been regularly negotiated and ratified. A provision in the law for binding arbitration if contract talks are deadlocked has seldom had to be invoked.

It's been different this year, with a governing board appointed by President Reagan apparently calling the signals.

As starters, management insisted that the purpose of the contract negotiations should be to determine how best to bring down pay levels.

Management agreed that productivity had gone up, that employees were turning out more work. But it took the view that the pay scales it had negotiated in the last round of bargaining were simply too high.

In an editorial comment at the time, the AFL-CIO News suggested that the U.S. Postal Service was engaging in a bit of gamesmanship not unknown in contract negotiations. The editorial concluded: "Fun is fun, but it's time to get down to serious bargaining. Too much is at stake."

Now, it turns out that there was nothing subtle about the postal management bargaining tactics. What you saw was what you got.

NOT ONLY DID management not budge in any significant way from its original demand, but it defied the clear intent of the arbitration provision of the law setting up the U.S. Postal Service by announcing that it would go ahead with a two-tier wage system unilaterally.

Earlier, it had brought in for the management bargaining team a member of one of those "labor law" firms that show up to give advice to employers trying to keep a union out or get a union decertified.

With the apparent endorsement of the Reagan Administration, the U.S. Postal Service has delivered an ugly message to its employees. Collective bargaining is out, union-busting is in.

Presidential Advice

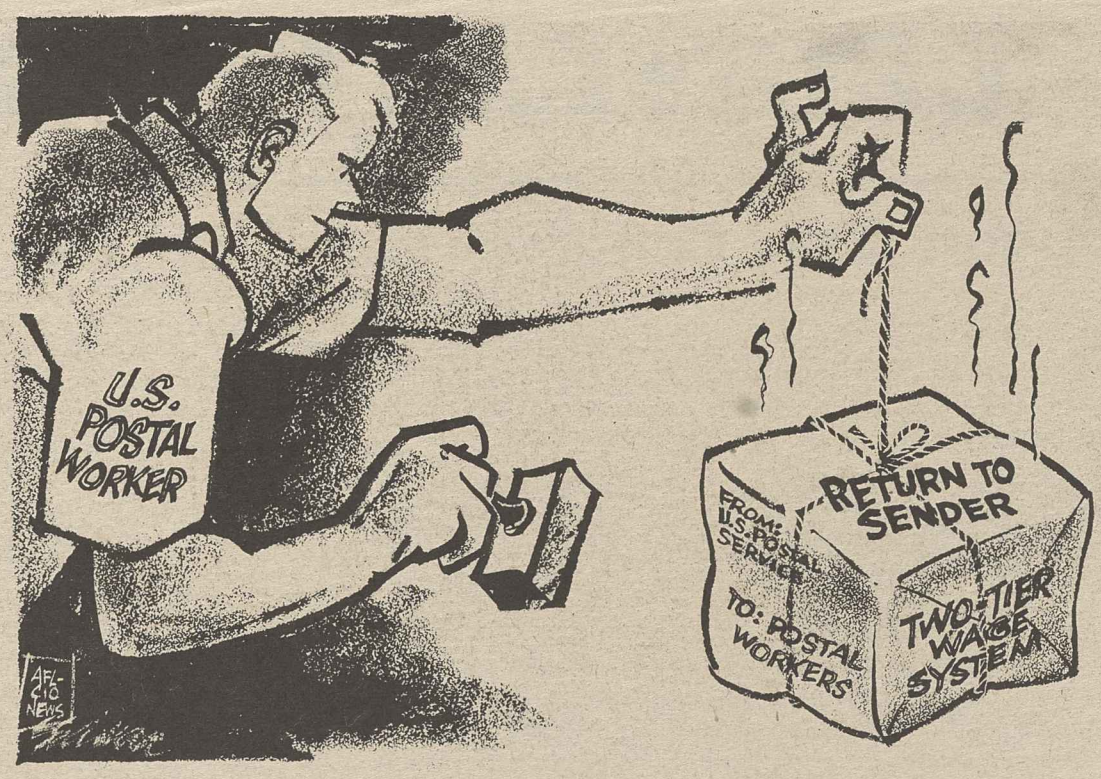
PRESIDENT REAGAN injected himself into some delicate and important labor-management relations the other day, although it's hard to tell from his rambling response to a television interviewer whether he meant to do so.

The question was about the auto negotiations and the President suggested that the workers show "restraint" so as not to "turn off the recovery" despite record industry profits. He did acknowledge that auto workers had made "concessions" when their companies were losing money and he didn't think government should interfere in the negotiations.

On that last point, a loud Amen.

As for the President's advice to the worker side of the bargaining table to exercise restraint, it would have been taken less amiss if he had shown some flash of concern earlier this year when the auto industry executives voted themselves huge bonuses to celebrate the return to profitability.

The union representatives have been seeking responsible paths to a permanently stable automobile industry and their bargaining position has been reasonable by any fair standard. But neither the industry's greed nor the President's ill-advised comments makes the negotiating task any easier.



Washington Window

Asbestos victims decry flawed OSHA proposal

By Press Associates, Inc.

James Simmons started work at the Union Asbestos & Rubber Co. in Paterson, N.J., in 1948. On his first day, he punched his time card and was told to report to shipping and warehouse. "There was dust everywhere. I was told that I would get used to the dust," he recalled.

Since the 1930s, the dangers of workplace exposure to asbestos dust were known from mortality studies of U.S. and British workers. But Simmons and his fellow workers "were never told that asbestos was dangerous to our health."

Although they had their suspicions, they didn't find out for sure until the plant closed in 1954. As an officer of the Clothing & Textile Workers local at the plant, Simmons helped initiate the series of medical examinations conducted by Dr. Irving Selikoff which formed the basis of the doctor's landmark 1964 study that blew the lid off the asbestos industry's coverup.

In 1980, Simmons, 68, was diagnosed as having asbestosis, a disabling, progressive lung disease. He was awarded a total of $3,300 in workers' compensation based on 1954 benefit levels. He also was awarded medical benefits, but these ended in 1982 when the company filed for bankruptcy to escape asbestos-related disability claims. His savings are nearly exhausted now.

Advancing illness

"My health at this time is very poor," Simmons said. "I have half a stomach. My lungs are full of asbestos. I have severe shortness of breath."

Simmons and other victims of asbestos-related disease came to Washington recently to reinforce the testimony by health and safety experts that proposals by the Occupational Safety & Health Administration to regulate workplace exposure to asbestos are grossly inadequate. OSHA's proposed limit on airborne asbestos is little better than the current standard and its proposal to permit respirator masks to substitute for plant engineering controls will result in many more deaths, they testified at an OSHA hearing.

Shirley Thomas still works at the R.M. Industrial Products Co. in Charleston, S.C., despite an advanced case of asbestosis. She said she must support her children and work long enough for pension eligibility. She added that she also needs the company's medical benefits, since she can't find another job because of her disability.

The plant where Thomas works was where in 1935 lung cancer for the first time in the United States was traced to worker exposure to asbestos. The industry's attempt to hide the hazards of breathing asbestos continues today.

Victim of a lie

Thomas, 45, said she feels "like the victim of a lie. I have worn four or five different types of respirators, and I was told that it was supposed to keep me from inhaling the dust. But it did not protect me."

"My health will keep deteriorating day by day, year by year," Thomas continued. "The swelling of the joints, the leg pains. Walking uphill or downhill makes me short of breath. The constant colds and coughing, the gasping for breath is nerve-wracking and a very hard strain on my family."

Sometimes, Thomas said, "you feel like killing yourself, just knowing that your death will be slow and painful, and knowing that you will be on medication and feeling pain for the rest of your life. The burden that your family will have to bear for your suffering, and the costs to them."

James Drye, chief steward and safety representative of ACTWU Local 1836 at the Charleston plant, detailed other worker concerns. He said, "Even the company doctors don't want to tell us about the dangers of asbestos. The only time we find out is when our union calls a meeting or sends us some information or when we read about it in the newspapers."

In factories, shipyards, construction sites and schools across the country, the victims are still lining up for work each morning. The tragedy which awaits many of them can be prevented.

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LEGISLATIVE ALERT!

Reagan Asks Congress for Unfair Tax and Budget Amendments

President Reagan goes into the Congressional home stretch seeking legislation to establish enterprise zones and tuition tax credits--unfair programs that would cost billions of dollars in addition to the rest of his proposed budget:

1. DEFENSE SPENDING: $272 Billion
2. "ENTITLEMENT" PROGRAMS: $441 Billion
3. INTEREST ON NATIONAL DEBT: $116 Billion
4. OTHER PROGRAMS: $132 Billion

Then the President says, "I have no plans for a tax increase." But (1) Reagan opposes any tampering with his huge defense increases. (2) He promises to maintain "safety net" entitlement programs and even asked for a Social Security increase. (3) Interest payments on the national debt must be made. (4) That leaves "other programs" totalling $132 billion.

Someone should tell the President that it's impossible to eliminate a $180-billion deficit by making cuts in programs whose total cost is $132 billion. Even if he abolished all those programs --closed the federal courts, let interstate highways fall apart, closed the State Department, shut down the space program, and so on-- he would have a deficit approaching $50 billion.

Taxes must be raised to close the deficit. The question is: who will pay? Reagan asks for new taxes on workers' health insurance. Democratic Presidential candidate Mondale, noting that many millionaires and profitable corporations pay no taxes, has called for reforms to restore fairness.

Reagan Asks Congress for "Enterprise Zones," Tuition Tax Credits, Balanced Budget Amendment

For those who may have forgotten, President Reagan's industrial policy is tax cuts for corporations. His Caribbean policy is tax cuts for corporations which export U.S. jobs to that region. His youth employment policy is subminimum wages--and higher corporate profits.

At his July 24 press conference Reagan made a pitch for "enterprise zone" urban policy. Enterprise zones are tax cuts for corporations located in certain urban districts. They would increase the deficit another $1 billion over three years.

Reagan also asked Congress to pass tuition tax credit legislation. While public schools suffer from Reagan budget cuts, he wants to give tax cuts to parents who can afford private schools. The cost: more than $1 billion per year.

Finally, Reagan asked Congress to approve a Constitutional amendment to force balanced budgets. None of the four budgets Reagan has proposed since 1981 has been balanced; in fact, Reagan deficits are roughly three times those of the Carter Administration.

WHAT YOU CAN DO: Urge your Senators and Representative to oppose the Reagan enterprise zone, tuition tax credit, and balanced budget Constitutional amendment legislation.

98th Congress Only Weeks from Adjournment; Here's an Issue Update

Congress is planning to adjourn in October, and will be in recess August 13 through September 5 for the Republican National Convention. So it has only a few more weeks to complete action on issues of concern to working people. Following is a progress report on the AFL-CIO's legislative priorities for 1984:

LABOR'S KEY ISSUE ENDS IN VICTORY: CONGRESS OKs BANKRUPTCY REFORMS TO PROTECT UNION CONTRACTS

The worst threat to union contracts in recent memory came on Feb. 22, 1984, when the U.S. Supreme Court ruled that companies filing for bankruptcy reorganization could unilaterally break collective bargaining agreements.

The AFL-CIO and its affiliated unions immediately began a campaign to urge Congress to overrule the court and restore protections to labor contracts. The House quickly passed reform legislation, but several anti-union Senators held up Senate action. After several delays and many tense moments, a compromise was reached that provides meaningful protection to workers. See July 23 Alert! for details.

REAGAN'S UNQUALIFIED, ANTI-WORKER NOMINEE FOR NATIONAL LABOR RELATIONS POST STILL ON HOLD

President Reagan nominated Rosemary Collyer for the post of National Labor Relations Board general counsel. When a worker files a charge of unfair labor practices, only the general counsel can issue a formal complaint and get the wheels of justice turning.

Collyer not only is almost completely inexperienced in labor law; she also has shown an anti-worker bias in her work on job safety and health issues. As head of the Mine Safety & Health Review Commission, Collyer showed a consistent bias in favor of employers and against workers.

WHAT YOU CAN DO: Urge your Senators to oppose the nomination of Rosemary Collyer for NLRB general counsel.

WHAT HAPPENED TO HEALTH CARE, MORTGAGE HELP FOR THE JOBLESS? GOP SENATE STONEWALLED BOTH

President Reagan threw the country into the worst postwar recession in order to bring down the rate of inflation. The Democratic-controlled House responded to the AFL-CIO's calls for recession-relief programs. The House voted to provide a measure of health insurance for the unemployed, as well as a limited program of loans to help unemployed homeowners avoid foreclosure.

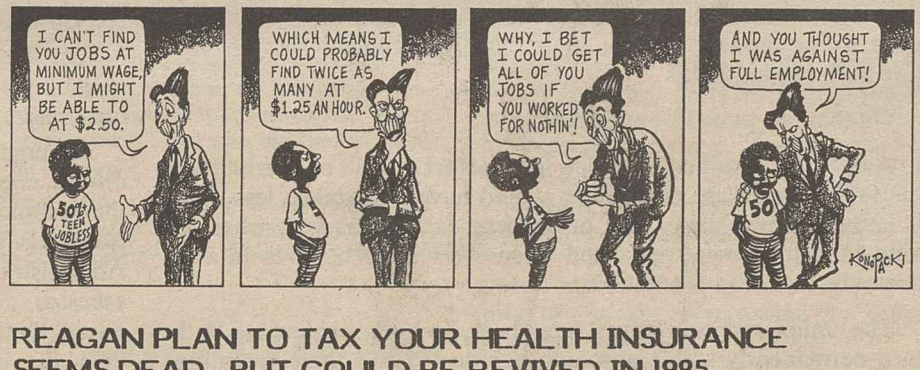
The Republican-controlled Senate, which had led the way in passing Reaganomics and bringing on the recession, turned its back on its victims and stonewalled these attempts to provide help to the jobless.

SUBMINIMUM WAGE DISCRIMINATES AGAINST YOUTH; REP. HAWKINS HAS A BETTER IDEA

President Reagan's proposal to solve the youth unemployment problem is to allow employers to pay teens $2.50 per hour instead of the regular $3.35 minimum wage. Employers could fire adults and replace them with teenagers, with no real increase in jobs.

Sen. Augustus Hawkins (D-CA) has a better idea. His bill, H.R. 5017, would provide part-time jobs during the school year and full-time summer jobs to underprivileged teens who remain in school or return to school and who maintain good performance both in school and on the job.

WHAT YOU CAN DO: Urge your legislators to oppose the Reagan subminimum wage scheme. Ask your Representative to cosponsor and support H.R. 5017, and your Senators to support the equivalent S. 2397.



REAGAN PLAN TO TAX YOUR HEALTH INSURANCE SEEMS DEAD--BUT COULD BE REVIVED IN 1985

The Reagan Administration has been asking Congress to approve a new tax on health insurance provided to workers as a fringe benefit of employment. House and Senate committees kept this scheme out of their deficit-reduction measures this year. But with budget deficits approaching $200 billion each year, Congress will continue to search for new revenues, so we'll have to watch this issue in 1985.

DOMESTIC CONTENT BILL WOULD RESTORE JOBS IN AUTO MANUFACTURING, RELATED INDUSTRIES; PASSED BY HOUSE BUT STOPPED IN GOP SENATE

Domestic content legislation would require auto and truck manufacturers with large sales volume in the United States to produce portions of their vehicles here. It would restore up to a million U.S. jobs in auto manufacturing and its many related industries, including steel, plastics, electronics, rubber, glass, and textiles.

The House voted 219-199 to approve the content bill, but the Senate bill has not progressed beyond hearings. The Reagan Administration opposes content legislation.

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Congress votes pension equity

Metal Trades unions "bury" the unaffiliated union that lost its bid to take over their bargaining unit.

Ferraro bill knocks down sex barriers

By David L. Perlman

Congress voted final approval to a labor-supported pension equity bill that will knock down many of the barriers that have prevented women workers from receiving full retirement credit for their years of employment.

The legislation, which passed the House and Senate unanimously, is based on a bill that Rep. Geraldine A. Ferraro—now the Democratic vice presidential candidate—first introduced in 1981. The bipartisan congressional caucus on women's issues endorsed it last year as part of an "economic equity" package and it is the first major component to be enacted.

President Reagan is certain to sign it into law, probably with an election-year statement of praise, although the Administration had originally opposed some of its provisions.

Ferraro and Rep. William L. Clay (D-Mo.) whose subcommittee nurtured the bill to enactment, spoke of the long and continuing effort to make pension coverage fairer and more certain.

Ferraro told the House the legislation was "an important first step" and said she is working with Sen. Edward M. Kennedy (D-Mass.) to fashion a new bill that would address the pension problems caused by the "increased mobility" of America's workers.

Amends ERISA

The bill that Congress passed is in the form of an amendment to the 1974 Employee Retirement Income Security Act (ERISA) and takes effect in 1985. It covers both single-employer and multi-employer pension plans and applies equally to men and women.

It does not require any employer to provide a pension plan. But for firms that do so, these are the major changes in the rules:

- Employers can't exclude workers under age 21 from participation in a pension plan, providing they have at least one year of service. The 1974 law allowed exclusion of persons under 25.
- Once a worker is covered, past em-

Continued on Page 3

Freeze on workers

Postal Service bosses in line for pay boost

The Postal Service—which wants to freeze pay of rank-and-file employees and slash pay for new hires—plans to give its managers an 8.1-percent raise, according to a USPS report on pay projections.

The USPS tipped its hand in a document written in connection with testimony in February before the Postal Rate Commission to help justify its request to raise the postage rate for first class mail.

And this week, Postmaster Gen. William F. Bolger assured a convention of postal supervisors that they would be spared from the wage freeze USPS is pressing on its 600,000 workers.

Postal Workers President Moe Biller called the move "outrageous" and asserted that "if they are asking the workforce to take pay cuts, the least they ought to do is not slap the workers in the face" by planning such generous management wage sweeteners.

Letter Carriers President Vincent Sombrotto stressed that the USPS "has the most productive workforce in the world. They deserve to be rewarded."

"Any talk about management raises at a time like this is obscene," Sombrotto declared.

The four postal unions—the APWU, NALC, Laborers' Mail Handlers division and the unaffiliated Rural Letter Carriers—are seeking a new agreement for the 600,000 postal service employees, but the talks stalled when USPS management refused to soften its hardline takeaway demands.

Meanwhile, oral arguments in a federal court challenge brought by the unions to prevent the USPS from unilaterally initiating a new "two-tier" wage system that would slash pay and benefits of new employees are scheduled for Aug. 15. The unions are seeking a preliminary injunction to block the USPS move.

If USPS were to put the new pay scale into effect, it would cut the wages of some 35,000 to 40,000 new workers it expects

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Metal Trades get vote of support at Norfolk yard

Portsmouth, Va.—Workers at the Norfolk Naval Shipyard here rebuffed an attempted raid by an unaffiliated union and gave the AFL-CIO Metal Trades Council a strong vote of confidence.

Bargaining over a contract covering 8,600 shipyard workers had been stalled, and the National Federation of Federal Employees sought to capitalize on the deadlock by challenging for bargaining rights.

The three-month campaign, in which AFL-CIO organizers and representatives of the affiliated unions participated, ended with a 3,825 vote for retention of the Tidewater Federal Employees Metal Trades Council to 2,417 for the NFFE and 170 for no union.

Council President Ron Ault said the campaign strengthened ties among the 17 affiliated unions and predicted that the outcome will give the council's negotiators a stronger hand at the bargaining table. Management had sought to capitalize on

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Labor calls for fairer tax system

The AFL-CIO gave its own prescription for tax reform to the Senate Finance Committee, and warned that the massive deficits under the Reagan Administration "threaten the nation's economic future."

AFL-CIO Research Director Rudy Oswald termed an increase in federal revenues essential and said it could be achieved in large part by a restoration of fairness to the tax system.

Oswald outlined labor's proposals for "a major tax reform initiative that would close loopholes that favor business and the rich, reverse some of the more unfair and unwise features of the 1981 law, keep income as the tax base, and retain a progressive rate structure."

He argued rejection of various alternatives to the progressive income tax that have been proposed.

"Flat tax system, value added taxes, sales taxes and consumption taxes are all unfair tax systems," Oswald testified. "They primarily benefit the wealthy and are not based on ability to pay."

As Oswald was testifying at the Senate's exploration of tax options, the AFL-CIO was supporting an effort to achieve a more realistic exchange rate for the dollar in testimony before a House Banking subcommittee.

Monetary handicap

Henry B. Schechter, director of the federation's Office of Housing & Monetary Policy, backed a resolution by Rep. Berkley W. Bedell (D-Iowa) urging presidential action to overcome "the handicap of the overvalued dollar."

The dollar's imbalance in relation to the currency of other countries has been a major factor in the nation's huge trade deficit, Schechter stressed. When the dollar is overvalued, America's exports suffer because they are priced too high and imports gain unfair advantage over U.S. products because the exchange rate lets them be marketed at lower cost.

Oswald noted in his Senate testimony that high interest rates stemming in part from the large federal deficit has been a major factor in the overvaluation of the dollar. Tax changes to reduce the deficits would help bring down interest rates as well, he suggested.

On tax approaches, Oswald acknowledged the superficial appeal of an expenditures tax, but stressed that it would perpetuate inequities since it would be primarily the wealthiest individuals who would escape taxation of money they save or invest, while persons who must spend most of

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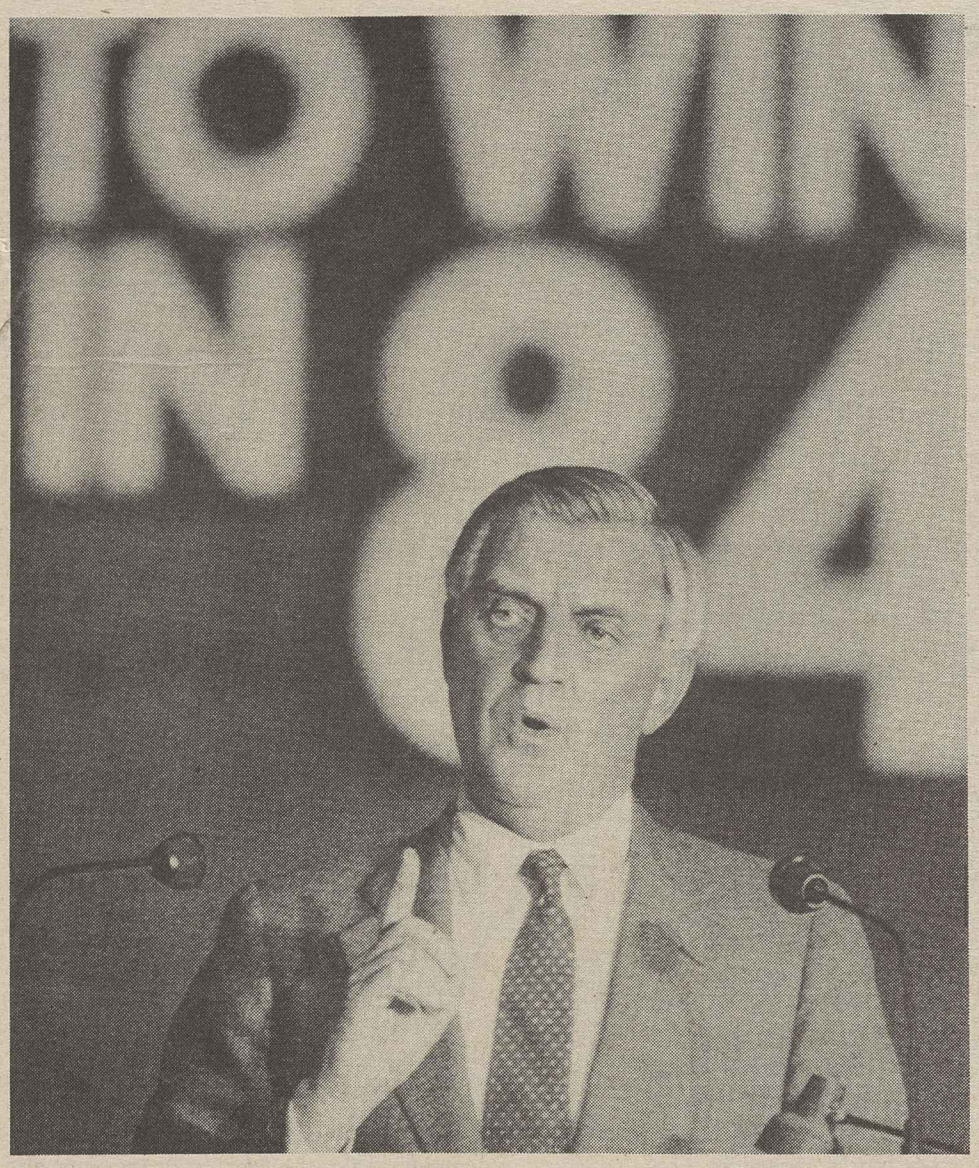


CWA convention slogan is backdrop for Walter Mondale.

Mondale scores with jabs at Reagan's credibility gap

Walter F. Mondale got a presidential welcome from enthusiastic union members in Philadelphia and Toledo as he hammered away at the credibility gap that has thrown the Republican campaign into disarray.

Continued fumbling by President Reagan, Vice President Bush and their assorted official spokesmen on the post-election tax issue added fuel to Mondale's charge that the Reagan Administration is hiding its tax increase proposals until after the election.

Mondale challenged Reagan's denials and half-denials in a speech to thousands of flag-waving delegates to the Communications Workers convention in Philadelphia.

Was it just coincidence, he questioned, that Reagan has asked that the results of a tax study be given to him in December —after the election—rather than in September or October? Does Reagan's nose grow like that of Pinocchio when he doesn't tell the truth, Mondale wondered.

Public right to know

Americans are entitled to know how the rival presidential candidates propose to deal with the nation's economic problems and the deficit before the election, he insisted.

"The debate is not about bookkeeping . . . . It is about people and jobs, the future and our children." Americans can face up to the truth and don't have to be shielded from the facts, Mondale said in a speech repeatedly punctuated by applause and ovations from the CWA members.

The setting was different when Mondale spoke to union dockworkers in Toledo—on the shores of Lake Erie with a Liberian tanker rumbling in the background. But the message, given in shirtsleeves in the sweltering mid-summer weather, was similar.

Reagan wants to increase the Pentagon budget, Mondale noted, adding, "He said he won't raise taxes. He says he won't cut the safety net and he says we'll have a balanced budget."

He'll do it by "voodoo economics," Mondale joshed, playing on the phrase that Bush used against Reagan four years ago when they were competing for the Republican nomination.

Among the vice presidential candidates, Democrat Geraldine Ferraro scored points for achievement by steering the pension equity bill she sponsored to final approval by the House. She has a full campaign schedule mapped out for the week of Aug. 13, after Congress adjourns and before the Republican convention opens.

To and fro

Vice President Bush, meanwhile, kept slipping deeper into the White House credibility gap. Besides appearing to disagree with Reagan's insistence that there will be no tax increase if he is re-elected, Bush appeared to tilt back and forth on the question of a debate with Ferraro.

First Bush said he was "ready and willing" to debate Ferraro, but the decision was up to the Reagan campaign strategists.

Then the White House press official, Larry Speakes, bounced the ball back, saying that the question of a debate is "a personal matter for the Vice President to decide."

CONVENTION

The Florida AFL-CIO will hold its 1984 convention in Hollywood instead of Bal Harbour on Nov. 12-15.

Keyed to AT&T break-up

CWA delegates back plan to reshape union

Philadelphia—By a 2-1 margin, delegates to the Communications Workers convention voted to restructure their union to meet the changes in the nation's telephone system stemming from the divestiture of AT&T.

The amendment to the union's constitution creates two new vice presidents to represent members in the AT&T Communications and AT&T Technologies bargaining units. CWA represents about 525,000 employees of the giant phone system.

The final roll call vote on the restructuring was 347,467 to 156,172.

In his opening address to the delegates, CWA President Glenn Watts said the two new vice presidents will become voting members of the union's executive board, replacing the former AT&T Long Lines director and the posts of national directors for the installation, sales and Western Electric manufacturing divisions of the old Bell System.

James Irvine, who was CWA's national director for the old Long Lines unit was unanimously elected vice president of the AT&T Communications unit.

Ronald J. Allen, a CWA staff representative, was elected vice president for the AT&T Technologies unit over three other candidates.

The national director's posts will be phased out over several years.

In another move aimed at restructuring the union, the delegates adopted a constitutional amendment establishing separate bargaining councils for CWA members employed by the Bell regional operating companies and another for AT&T. Separate councils will also be set up for United Telephone, General Telephone and Continental Telephone Systems, as well as a council covering all other smaller independent telecommunications companies.

Bye, bye Reagan

In his opening address, Watts drew an ovation when he declared that "we are in the final months of Ronald Reagan's presidency, during which all working people and all unions have been under siege."

He warned that "the climate created by the Reagan Administration has fostered hostilities toward labor which will take a long time to undo—even after we have elected Walter Mondale and Geraldine Ferraro."

CWA had endorsed Mondale's bid for the Democratic presidential nomination last fall, and at the convention the delegates pledged "all-out support" for the Mondale-Ferraro ticket.

In a resolution, the convention underscored the approval of the "historic decision to place Rep. Ferraro on the Democratic ticket" as an indication of the "progressive alternative that the Democratic Party has to offer the American people."

Mondale, who was one of the convention speakers, received a cheering welcome.

In other convention action, the delegates adopted a resolution dealing with the "equal access" issue in telephone communications that is pitting unionized phone service against such non-union long distance services as MCI and Sprint.

The resolution provided for funding the CWA's "Call and Buy Union" media campaign through a $2 per member "fair share" contribution. A goal of $1 million in contributions by Labor Day was set.

"The jobs of thousands of CWA members can be on the line under 'equal access,' " Watts said, "since it has been estimated that for each 1 percent loss of market share by AT&T, approximately one thousand union jobs could be lost."

As part of the AT&T divestiture agreement, Watts pointed out, many local phone customers will be required to choose whether they want to stay with AT&T long distance or pick another carrier. CWA will urge consumers to choose reliable, operator-assisted long distance service.

Pennsylvania district

The convention also formally established the union's newest district, created after the 12,000-member Federation of Telephone Workers of Pennsylvania voted earlier this year to affiliate with the AFL-CIO union.

William E. Wallace, formerly president of the FTWP, was elected vice president of the new district which was carved out of former CWA District 2. FTWP Vice President Vincent J. Maisano, was elected president of the new CWA Local 13000, now the union's largest local unit.

In other actions, the delegates adopted resolutions:

- Urging the leaders and members of the unaffiliated Telecommunications International Union to join CWA's ranks and directing the CWA executive board to pursue merger with the union.
- Saluting the centennial of the birthdate of President Harry Truman, and expressing CWA's admiration and respect for Truman's ideals and his accomplishments as president.

Watts led the delegates in a memorial service for CWA's founding President Joseph A. Beirne who died on Labor Day 1974. Beirne's widow, Anne, and his daughters Maureen Houston, Bren Leiss and Carole MacDonald were special guests of the union for the memorial.

Reagan vs. Bush

Which half of the Republican presidential ticket do you listen to?

"We have no plans for, nor will I allow plans for a tax increase," President Reagan told reporters during a picture-taking session with Vice President Bush at the presidential ranch in California.

A few hours later, Bush explained to reporters that Reagan was really "keeping his options open" on the issue of tax increase.

The White House press aide, Larry Speakes, declined to interpret the President's views. "He said what he meant and he meant what he said." As for Bush's remark, Speakes didn't think it was "much different" than what Reagan had said.

Bush later said the fuss the media made over his remarks discouraged his efforts to be "helpful."

After this, he told reporters, he won't say anything about tax policy except to quote President Reagan's words.

Treasury Sec. Donald T. Regan muddled the water a bit more with a statement that the Administration doesn't plan any increases in taxes for 1985. But as for 1986 or later, "we haven't even come to grips with that budget."

Fairer taxation urged to achieve deficit reduction

Continued from Page 1

their income would bear a proportionately heavier burden.

The same reasoning, he said, applies to proposals to tax everyone at the same rate or impose a value added tax, which is common in Europe but "merely another variant of a sales tax."

Oswald praised many of the features of the tax bill sponsored by Sen. Bill Bradley (D-N.J.) and Richard A. Gephardt (D-Mo.), which would simplify the tax structure and set up three rates for individuals, depending on income, at 14 percent, 26 percent and a top of 30 percent. The standard deduction would be raised so that a family of four would not owe income tax unless its annual income exceeded $11,200 and deductions could be applied only toward the 14 percent tax rate.

The Bradley-Gephardt bill would also set a flat 30 percent corporate tax rate and scale back many of the added tax benefits business get.

He expressed concern that the proposed changes would only raise the same amount of revenue as the present system.

"A substantial increase in tax revenues" is needed to bring down the huge deficit, Oswald noted. "People with higher incomes can afford to pay higher rates and should be required to do so," he urged.

Fair pension bill approved by Congress

Continued from Page 1

ployment since age 18 has to be counted toward pension vesting. ERISA previously required only coverage for work after age 22.

- A worker with less than five years of service now will be able to regain pension credits for that service by returning to the job within five years. Present law commonly provides that credits are lost if the break in service exceeds the length of previous employment.
- A new provision assures against loss of pension credits for a maternity or paternity leave of up to one year.
- The new survivorship provision assures a pension for the spouse of a worker who had vested pension rights and who died before reaching retirement age. The pension will start when the spouse reaches the earliest retirement age under the plan.

That is a considerable improvement over ERISA, which generally does not require survivorship benefits if a worker dies before the earliest age at which he or she would have been eligible for a pension.

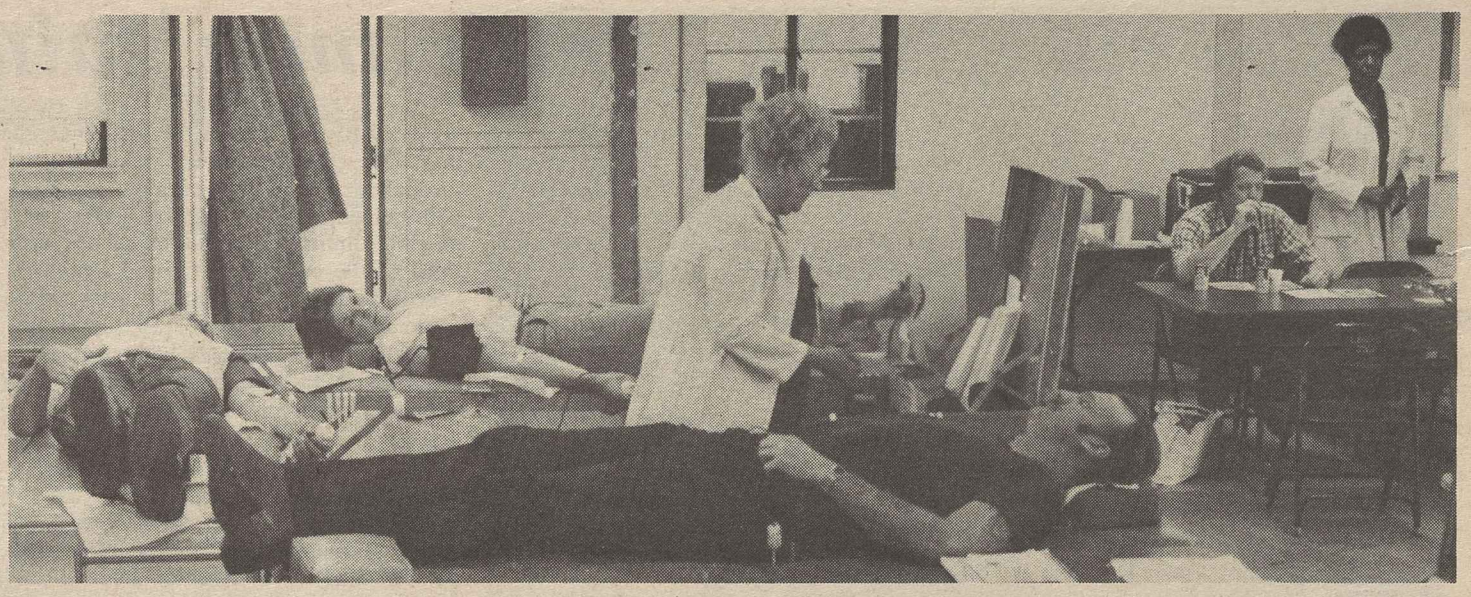
- In order to waive survivorship benefits—which usually result in an actuarily reduced pension — both the worker and spouse must sign statements rejecting that option. Under ERISA, the decision was made by the covered worker and the spouse was often not aware of it.

Shared benefits

In a divorce settlement, a court could—but would not have to—award one of the parties a share of a former spouse's pension as part of the settlement.

While the changes made in ERISA do not distinguish as to the sex of the workers or spouses affected, the obvious intent is to upgrade the protection received by women.

The AFL-CIO testified in support of pension equity at two House hearings last year—endorsing the Ferraro bill before the Education & Labor Committee and supporting its provisions as part of the omnibus economic equity bill at Ways & Means Committee hearings.



Picket line break

In a continuing commitment to community service, members of Utility Workers Local 223 took time off from the picket line at Detroit Edison Co. to help ease a blood shortage in southeastern Michigan. The union arranged for a Red Cross bloodmobile at the local's strike headquarters shortly after the emergency call for donors was issued. The local won a three-year contract in its six-week strike against the utility.

Poverty toll hits 35.3 million, family income below '79 mark

More than 6 million Americans slipped into poverty since 1980, and median family income remains below the 1979 level, two reports from the Census Bureau show.

Poverty has deepened for the fifth year in a row and is at its highest level in almost two decades, Census Bureau said, as 35.3 million Americans—or about 15.2 percent of the population—didn't earn enough money in 1983 to rise above the poverty line. Last year, 900,000 people were added to the ranks of the poor.

In 1982, about 34.4 million people were classified as poor, or about 15 percent of the population, compared with 11.7 percent in 1979.

The nation's poverty rate, except for a fluctuation during the Nixon recession, had been declining since 1966, the beginning of the anti-poverty programs under the Johnson Administration.

The Census Bureau said a family of four was considered to be living in poverty in 1983 if its income was less than $10,178.

In a separate report, the bureau said median annual family income rose only 1.6 percent in 1983 to $24,580. Although this was the first increase in four years, it is still substantially below the 1979 level of $26,890. Median income is the point at which half of all families have higher incomes and half have lower.

The bureau noted that there has been no significant decline in poverty among "those groups that usually benefit from economic growth" such as married-couple families. The poverty rate for those families in 1983 remained at 7.6 percent.

For female-headed families, the poverty rate was 36 percent in 1983, three-tenths of 1 percent less than in 1982.

Families maintained by women accounted for 47 percent of all poor families in 1983. The number of poor children under 18 was 13.7 million in 1983, and their poverty rate remained as bad as in 1982, at 22 percent. Of those poor children, nearly 12 million were under age 15.

The poverty rate for Americans 65 and older declined slightly from 14.6 percent in 1982 to 14.1 percent in 1983.

In other findings, the bureau reported:

- The poverty rates among white, black and Hispanics remained high and virtually unimproved from last year. The 1983 rate for blacks was 35.7 percent, nearly three times the 12.1 percent rate for whites. For Hispanics, it was 28.4 percent.
- Regionally, the poverty rate increased from 13.3 percent to 14.6 percent in the Midwest; from 13 percent to 13.4 percent in the Northeast, and from 14.1 percent to 14.7 percent in the West. The highest rate was in the South—17.2 percent of the population was poor, compared to 18.1 percent in 1982.
- Median annual family incomes were $25,757 for white families, $14,506 for black families and $16,956 for Hispanic families in 1983.
- Median annual income was $27,286 for married couple families overall and $32,107 in families where the wife also worked. For female-headed households, the median income was $11,789 last year.

Metal Trades get vote of support at Norfolk yard

Continued from Page 1

divisions among the workers, he noted.

Ault said the election campaign also helped council leaders get a good reading on the issues that most concerned shipyard workers.

President Paul J. Burnsky of the AFL-CIO Metal Trades Dept. termed the "reaffirmation of support" by the blue-collar shipyard workers "a gratifying endorsement of our effectiveness in the past and a declaration of confidence that progress will continue in the future."

The Tidewater Metal Trades Council, which has 17 affiliated craft locals, has been the blue-collar bargaining representative at the shipyard since 1973. This is the second time it has beaten back a representation challenge from an unaffiliated union.

Machinists sign pact with United

The Machinists ratified a new three-year agreement with United Airlines that provides five pay adjustments and improvements in pensions and severance.

The contract, which run through Oct. 31, 1986, covers 14,500 mechanics and other ground workers and was ratified by better than a 4-1 ratio.

The top hourly rate for mechanics will increase from $15.91 to more than $18 over the terms of the agreement. A 3.7 percent increase, retroactive to Nov. 1, 1983, is coupled with further raises of nine-tenths of 1 percent effective July 1, 1984, and 2.1 percent on Nov. 1, 1984. Increases of 2.9 percent will occur on Nov. 1, 1985 and Sept. 1, 1986.

Pensions were improved by about 15 percent over the term with the monthly benefit per year of service rising from $29.50 to $34 for mechanics, from $25 to $28.81 for ramp workers and from $22 to $25.36 for other workers.

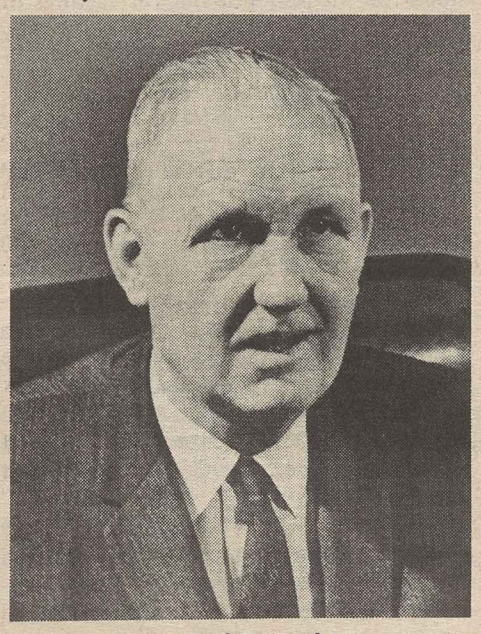
The agreement also sets severance pay at one week's pay per year of service.

Rep. Carl Perkins mourned as champion of worker goals

America's unions mourned the death of Carl D. Perkins, an unreconstructed New Deal Democrat who headed the House Education & Labor Committee for 17 of the 35 years he served in Congress.

Perkins "understood the needs of working people, the poor and the jobless," AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said. The soft-spoken congressman from rural Kentucky was "a vigorous fighter" for America's "have-nots," they testified.

House Speaker Thomas P. O'Neill led a congressional delegation to Hindman, Ky., for the funeral. Perkins, 71, was on his way back to his district when he was stricken by a heart attack. The day before, he had helped steer needed job training funds through the House.



Rep. Carl D. Perkins

Perkins, elected to Congress in 1948, fought for aid to education and for black lung compensation for disabled miners, many of whom lived in his district. A black "miner's wreath" of mourning draped the entrance to the Mine Workers headquarters in Washington. Perkins helped steer most of President Lyndon Johnson's Great Society program through the House, and he fought valiantly to prevent its dismembering by the Reagan Administration.

In his first election, Perkins defeated a Republican incumbent. If he had lived out his term, he would have been unopposed for re-election in November. His record in Congress, on the COPE scorecard, was a lifetime 285 key votes that labor considered "right" to only 35 "wrong" votes — an 89 percent positive rating.

The tribute from Kirkland and Donahue noted the "personal warmth and unique capability for persuasion" that Perkins used "to bring about milestone legislation for which millions of American will be forever grateful."

The Education & Labor Committee will remain under firmly liberal leadership, despite the death of Perkins.

Next in line by seniority—and virtually certain to be officially elected chairman—is Rep. Augustus F. Hawkins (D-Calif.), a champion of job-creating programs and co-author of the Humphrey-Hawkins Full Employment & Balanced Growth Act.

Zimmerman airs concerns on NLRB

The National Labor Relations Board will be crippled if it is not returned to full strength soon, NLRB member Don A. Zimmerman warned the Reagan Administration in announcing plans to leave the board when his term ends in December.

Zimmerman's departure would leave the board with two vacancies. The White House has yet to fill the seat on the five-member board left vacant by the retirement of Republican Howard Jenkins in August 1983.

Zimmerman, the NLRB's lone Carter Administration appointee, said in a letter to the White House that he does not want to be reappointed since he plans to return to the private sector.

"During my term of office, I have learned firsthand that to administer and enforce the (National Labor Relations) Act most effectively the board needs to maintain a full complement of five members," he wrote. "Regrettably, this has not been the case for most of the past five years.

"Those who depend on the processes of the NLRB will be best served by restoring the board to full strength as soon as possible. It is toward that end that I want to provide you with ample time to select and nominate my successor."

House curbs OSHA on human guinea pig tests

By Susan Dunlop

The House adopted an appropriations bill amendment that bars the Reagan Administration from allowing employers to evade the federal job safety law in the name of "research" into the effects of hazardous conditions on workers.

The measure was spurred by recent revelations that Adolph Coors Co., Dan River, Inc. and other firms received variances to Occupational Safety & Health Administration standards under the pretext of conducting experiments on the deterioration of workers' health while exposed to occupational hazards.

The amendment was drafted by Rep. David R. Obey (D-Wis.), who has been investigating a questionable relationship between OSHA and Coors. Obey proposed the ban on human experimentation after it was disclosed that OSHA granted variances from health standards to Coors, Dan River, a Virginia textile firm, and Gulf Coast Lead Co. of Tampa, Fla.

The variances gave the firms permission to use workers as human guinea pigs exposed to hazards such as cotton dust, noise and lead far above established OSHA standards.

Dan River abandoned its proposal following a storm of protest from unions and congressmen, and Gulf Coast Lead's experiment—and the variance—were terminated shortly after it became known that a worker had to be carried off the job because of kidney failure linked to high levels of lead in his bloodstream.

But in a new investigation, Obey found that although OSHA has testified that only two human experimentation variances had been granted under the Reagan Administration, another such scheme was approved for Coors. An inspection revealed noise levels as much as 250 percent above permissible limits at the company's glass and ceramic facility.

Brewery inspections

Obey pointed out that OSHA has conducted inspections at Coors facilities only four times since the agency was taken over by Reagan appointees. Under previous administrations, Coors facilities were inspected about every seven weeks.

Of the four inspections, Obey said, three were in response to fatalities at Coors facilities. Such inspections are required by law. The only general inspection took place December 1982.

At that time, he said, OSHA found that noise standards were being ignored throughout the glass plant, anywhere from 170 percent to 250 percent above permissible limits. In addition, about one-third of the employees showed significant loss of hearing since going to work in the Coors facility.

Obey reported that the OSHA inspectors recommended fines and citations for the violations, but the penalties were later dropped in a deal worked out between OSHA and Coors.

An investigation earlier this year by Obey and Sen. Edward M. Kennedy (D-Mass.) revealed that former OSHA Administer Thorne G. Auchter demoted and disciplined a regional agency director for trying to inspect Coors plants.

The legislators pointed to the Coor's family's support for the Reagan Administration—as well as numerous far right-wing organizations—and they called for an investigation into the dramatic drop in OSHA inspections at Coors since Reagan took office.

The language of the variance agreement between OSHA and Coors, reached in October 1983, says the company will be allowed to "cooperate in, and volunteer" the use of its glass plant for a research study on "the effect of occupational noise on the hearing of employees exposed thereto."

Also the Coors-OSHA deal "agreed" that the study would be done by the National Institutes of Occupational Safety & Health. NIOSH was not asked about it in advance and later said it would not get involved.

Abusing the law

Obey branded the episode another example of the "gross abuse of the law that has been practiced at OSHA."

It is "outrageous," he said, "that such practices could have been instigated by individuals at the Labor Dept. who are supposedly charged with protecting worker health and safety."

The language now in the House appropriations bill expressly forbids the Labor Dept. from using any of its funds to grant such variances or give permission for the exposure of workers to hazards "for the purpose of conducting experiments on worker safety or health."

The bill is expected to go to a House-Senate conference committee.

Postal Service hires tried union-buster for big bucks

Postal unions point to Postmaster Gen. William Bolger's hiring of a notoriously anti-union law firm as a clear indication of USPS's hardline stance in contract talks.

The largest of its kind operating on the West Coast, the San Francisco-based law firm of Littler, Mendelson, Fastiff & Tichy is engaged almost exclusively by employers determined to eliminate unions.

Bolger reportedly has a six-month, $300,000-contract with the 39-year-old firm. He said he hired the group because his staff of 45 labor lawyers was too busy handling labor-management cases to help USPS prepare for the binding arbitration that awaits parties in the current negotiations.

"To hire that firm is like a declaration of war," said Charles McDonald, assistant director of the AFL-CIO Dept. of Organization & Field Services.

"For an agency that has a substantial number of labor relations attorneys in house to go outside and hire—at taxpayer expense—a union-buster to undercut its workers is a sign they're trying to send a message that the negotiations are going to be a little different than in the past," McDonald said.

McDonald, who edits the Rub Sheet, an AFL-CIO report on union-busting activities, said that USPS's proposed "two-tier" wage plan that would slash wages on new employees may have been Tichy's idea, based on his past performance.

McDonald's files list dozens of firms that have retained the law firm to handle arbitrations, grievances, decertification elections, negotiations, strikes, and other labor-related matters.

Joblessness zaps 8.5 million workers as unemployment rises to 7.5 percent

A whopping 400,000-increase in unemployment last month hiked the nation's jobless rate four-tenths of 1 percent to 7.5 percent with 8.5 million workers hunting for jobs.

The sharp rise in civilian unemployment, coupled with the addition of 900,000 persons living in poverty, serve as "cold reminders that millions of Americans have been made victims of the unfair policies of Reaganomics," the AFL-CIO charged.

"While the White House and Wall Street hail signs of another economic slowdown, workers and the poor pay the costs through higher joblessness and increased poverty," the federation said.

The Bureau of Labor Statistics reported that July's 400,000-increase in unemployment erased a matching drop in joblessness in June and brought the rate back to the May level.

All social groups hit

The higher joblessness in July cut across all groups of workers—male and female, young and old, black and white.

By another measure, which includes members of the armed forces stationed in the United States, the nation's unemployment rate in July was 7.4 percent, also up four-tenths of 1 percent.

Total employment last month fell by 355,000 to 105.4 million, BLS reported. The civilian labor force grew only 61,000, to 113,940,000, over the month.

Despite the overall decline in employment, BLS said that manufacturing employment increased by 105,000 last month to 19.7 million.

Production work up

In the durable goods area, employment increased markedly in fabricated metal products, machinery, and electrical and electronic equipment. The employment rise in nondurable goods manufacturing—the first since April—reflected an increase in apparel and small gains in several other industries.

BLS said there were also increases in the services industry, transportation and public utilities, and in the business and health services industries.

BLS Commissioner Janet L. Norwood, testifying before the congressional Joint Economic Committee, confirmed that the sharp rise in unemployment indicated a slowing of the economy.

She noted, however, that there often are problems with the seasonal adjustment of the June and July figures. As the year progresses, she said, more data will be coming in, "and the situation should become clearer."

Last month's five-tenths of 1 percent increase in unemployment for adult women brough their rate back up to 6.9 percent, the level that had essentially prevailed between February and May.

The report also showed a big rise in joblessness among teenage blacks, to 42.4 percent, after dropping nearly 10 percent to 34.3 percent in June.

For adult males, the unemployment rate rose to 6.5 percent from 6.3 percent the previous month. The jobless rate for teenagers overall rose to 18.3 percent from 17.6 percent in June. The rate for whites rose three-tenths of 1 percent to 6.4 percent while the rate for blacks rose from 15 to 16.9 percent. The rate for Hispanic workers was 10.6 percent, up from 10 percent.

Lost jobs

Most of the July increase in unemployment took place among workers who had lost their jobs, BLS said. There was little or no over-the-month change in either the number of persons who were on layoffs, had left their jobs voluntarily, or were entering or re-entering the labor force.

The length of the average workweek of production and non-supervisory workers was unchanged at 35.3 hours for the third month in a row.

Weekly hours and overtime in manufacturing, at 40.6 and 3.4 hours, respectively, also were about the same as in the previous two months.

Unions denounce planned pay hike for postal bosses

Continued from Page 1

to hire this year by 23 percent. USPS also wants a three-year wage freeze for current employees.

Those two USPS demands are the stumbling blocks in the postal negotiations—the largest single master agreement to be negotiated this year—that broke down July 20. The talks await binding arbitration that could take as long as four months to complete.

The unions and USPS are free to dissolve the impasse by themselves under the 1970 Postal Reorganization Act. APWU and NALC leaders have said further action on their part will be up to delegates at the unions' separate Aug. 20-25 conventions in Las Vegas. As federal employees, postal workers are forbidden by law to strike.

Bolger stirred up the dispute last week when he threatened to fire all postal workers in the event of a walkout. APWU President Moe Biller and NALC President Vincent Sombrotto described Bolger's remarks as "purely an act of provocation. He's raising the specter of a strike, without our even bringing it up."

Bolger said he would hire private companies to deliver mail if there were a strike.

Bolger, who is 62 years old, plans to retire Dec. 31 after 43 years in the postal system. He has come in for criticism over the recent "retirement enrichment" bonus awarded him by the Reagan-dominated Board of Governors that steers USPS.

The bonus, the first in recent memory paid to a postmaster, will give Bolger $62,000. Bolger, meanwhile, complained in a newspaper interview that he is underpaid in his $82,900-a-year job, saying that "the compensation is not a proper level today for the responsibilities involved."

Yet Bolger maintains that USPS employees are "overcompensated" in their average annual pay of $23,000.

"If he's so dissatisfied with his job," said the APWU's Biller, "he ought to spare everyone the agony that he's given us and leave right now."

Kroll memorial fund spurs cancer research

Philadelphia—The Fred Kroll Chemotherapy Testing Center has been established at Hahnemann University here with more than $100,000 contributed by labor organizations and friends of the late president of the Railway & Airline Clerks.

The contributions in Kroll's memory are being used to support technicians and to purchase equipment and supplies.

The former AFL-CIO vice president, died of leukemia in 1981 at age 45.

Reagan move unwarranted

Easing of sanctions on Poland deplored

By James M. Shevis

President Reagan's relaxation of sanctions he imposed on the communist government of Poland following its crackdown on the Solidarity free union movement is "ill-timed, ill-advised, and discouraging to the cause of human rights," the AFL-CIO declared.

"In abandoning the conditions he set for removing the sanctions, the President signals the Jaruzelski regime that he lacks the resolve to follow through on a major U.S. foreign policy objective, and invites the Polish government to devise new subterfuges in its quest for economic aid," the federation charged.

Reagan said he was easing some of the sanctions imposed in 1981 because of what he called "a significant move" by Poland toward national reconciliation. The White House said it will lift the ban on air travel to the United States by the Polish state airline LOT and re-establish scientific exchanges between Poland and this country.

Reagan's action came in response to an amnesty plan for political prisoners announced by the Polish parliament on July 21. He also indicated that "complete and reasonable implementation" of the plan would probably result in the withdrawal of U.S. opposition to Polish membership in the International Monetary Fund.

What the President ignores, the AFL-CIO charged, is that "the amnesty is not genuine." The released prisoners are barred from political activity in violation of their fundamental human rights, and are threatened with re-arrest if they resume their work on behalf of Solidarity, the federation noted.

"The AFL-CIO welcomes the release of political detainees in Poland, hundreds of whom are trade unionists," the federation said in a statement. "But, as the International Confederation of Free Trade Unions has pointed out, 'if the price of their freedom is silence and resignation, then the amnesty . . . is only a cosmetic measure to hide an economic tradeoff.'"

When Reagan first imposed the sanctions, the AFL-CIO statement recalled, he outlined three conditions for their removal: the release of all political prisoners, the restoration of Solidarity, and the opening of a dialogue among the government, Solidarity and the Catholic church.

"He recognized that unless these conditions are met, Poland would be incapable of solving its economic problems," the federation observed. "The conditions have not been met, and Poland will not be able to solve its economic problems no matter how much assistance it may receive from the IMF."

Financial status

The Warsaw government owes Western banks, including many in the United States, more than $30 billion. If Poland were to become a member of the IMF, as much as $4 billion in international credits might become available to the Jaruzelski regime. But those credits would hinge on Poland's agreement to craft a more efficient economic program by restoring market incentives and ending subsidies.

The AFL-CIO joined Solidarity Chairman Lech Walesa in stressing that without trade union pluralism, Poland would still have its problems. In a July 26 statement, Walesa said:

"Freedom of activity for free trade unions and guarantees for the observance of human rights are necessary conditions to lead our country out of its economic and social crisis.

"This is the only chance for Poland, for Polish society, and the Polish government. Only if these conditions are met will we be guaranteed that the amnesty is not just a short episode and that new prisoners will not refill the jails again."

House approves project funds to spur democracy

The House voted to continue funding the National Endowment for Democracy, a unique program that enables labor, business and other non-government groups to help the development of democratic institutions in other countries.

Despite its bipartisan origin, the concept encountered stiff opposition and the House last May had voted to delete funding for the program from a State Dept. appropriations bill.

The Senate revived the program after barring further funds for international institutes that had been set up by the Democratic and Republican parties. A House-Senate conference committee then reached agreement on a funding level of $18.5 million—approximately the current level, but down from the $31 million originally budgeted and the $21.3 million voted by the Senate.

At that level, the House approved funding for the program by a 273-181 vote, reversing the 226-173 setback last May.

The AFL-CIO, which participates in the program through its Free Trade Union Institute, urged the importance of private efforts to build "the infrastructure of democracy" around the world.

A letter to House members noted the many requests for assistance from unions in other countries that are striving to build organizations that can effectively represent workers and promote human rights.

Senate concurrence in the conference agreement was anticipated as Congress tried to clear its legislative calendar before adjourning for a recess that will run until after Labor Day.

Apart from appropriations measure, the House had votes scheduled on superfund legislation that would expand the program for cleaning up toxic wastes and a generic drug bill that the AFL-CIO has endorsed as a boon to consumers and a money-saver for health care plans.

Correction

Walter Uphoff, author of Kohler on Strike, was identified incorrectly in the July 14 AFL-CIO News as William Uphoff.

Cleveland Steelworker Dan Liuzzo is featured in the first segment of the new season of "America Works," the AFL-CIO's public affairs TV series.

Labor's TV series will air this fall on 155 stations

America Works, the AFL-CIO's weekly public affairs television series, opens its third season over Labor Day weekend with the first of six new programs on public television stations this fall.

The first four of the new half-hour episodes will focus on the role of union members in quality of work life, teenage wages, asbestos hazards in schools and mortgage foreclosure prevention.

The series is produced by the Labor Institute of Public Affairs, the AFL-CIO's television production arm.

So far, 155 PBS stations have put "America Works" into their fall lineups, and other stations are expected to sign on, LIPA said.

America Works premiered in July 1983 on a network of commercial broadcast stations, and began its second season this January. The 12 programs in the series were also seen this summer on public broadcasting and cable channels.

The format for each segment of America Works includes a documentary examination of an issue of concern to workers that is followed by a discussion by guest panelists with opposing points of view.

Emmy Award winning broadcast journalist Marie Torre will again host the six new segments and moderate the debates.

Unionists featured in the first four programs scheduled for September are:

- Dan Liuzzo, a Steelworker in Cleveland who is a member of a labor-management team that works on improving not only the quality of products in the plant, but also on the quality of life for its employees.
- Milka Ruiz, a Bronx, N.Y. teenager and a member of Frontlash, the labor-supported youth organization, who is leading a fight against the Reagan Administration's proposal for a youth subminimum wage.
- Karen Bivins, a member of the Philadelphia Federation of Teachers, who has organized a coalition of teachers, parents and other school employees in an effort to get asbestos hazards out of the city's schools.
- Frank Alexander, an Auto Worker in Waterloo, Iowa, who is working with local farmers to avert mortgage foreclosures on family farms.

The institute is advising labor groups and union members to check PBS stations for local broadcast dates and times, since they will vary from city to city.

McMichen hits effort to void ITU vote

Robert S. McMichen, winner of the re-run election for president of the Typographical Union, charged that three defeated incumbent ITU officers are resorting to "shameful" tactics in challenging the outcome of the government-supervised election.

"Twice now the ITU's members have voted incumbent President Joe Bingel out of office, most recently by a margin of nearly two to one," McMichen said. "Twice now he's refused to accede to their wishes."

Bingel and defeated incumbent Vice Presidents Robert L. Wartinger and Raymond Brown, filed a protest with the Labor Dept. charging that the AFL-CIO improperly aided the candidacies of McMichen, Billy Joe Austin and William Boarman, winners of vice presidential contests.

The complaint, according to Labor Dept. investigator Charles Weber, alleges the federation used its resources, mailing lists and manpower to influence the election.

"Bingel and company's charges are a sham and they know it," McMichen declared. "Our campaign didn't accept a dime from any individual or organization outside the ITU. What beat Joe Bingel and his crowd was the greed of Joe Bingel and his crowd and the record will prove it."

Noting that the ITU convention begins Sept. 7, McMichen said that "it's not unreasonable to assume that Bingel and the forces outside the ITU who have been thwarted in their efforts to take over our union hope to create such confusion at the convention that they can somehow still manage to accomplish their goals. Our members will never let that happen."

McMichen, Austin and Boarman were elected to office primarily on the basis of their support for continued affiliation with the AFL-CIO and their rejection of the attempted merger of the ITU with the unaffiliated Teamsters.

Blocked referendum

The ITU-Teamsters merger document, negotiated by Bingel and the other top ITU officers, specified the ITU would become a division of the Teamsters. A referendum on that merger proposal was blocked by a U.S. district court injunction in San Francisco. The order, by Judge Thelton Henderson, prevented ITU officers from taking any actions on merging the ITU with any other union.

The Labor Dept. has set a deadline of Aug. 27 to "either certify the election or go into court," Weber said. He noted that the ITU voluntarily agreed to the re-run of the election that was held in November 1983.

In the first election, McMichen defeated Bingel by nearly 5,000 votes. The union's canvassing board, however, voided the election and proposed to schedule a new one, but it had not done so before the Labor Dept. intervened in April. McMichen won the re-run election by a vote of 28,167 to 15,296 for Bingel.

Weber said that if the Labor Dept. certifies the results of the elections and rejects the challenges, then on the Monday following "our decision, the newly elected officers should be installed." The agency could possibly have to go to court, he said, if it determines yet another re-run election should be held.

McMichen, who was prevented from taking office as ITU president, served as chairman of the Merger Committee for One Big Printing Union, which favored the ITU merging with an AFL-CIO affiliated union, and he worked as a temporary AFL-CIO representative to the graphic communications industry unions.

Flight Attendants ratify new Piedmont contract

The Flight Attendants wrapped up a year of negotiations with Piedmont Airlines by ratifying a new three-year agreement that provides wage increases totaling 12.5 percent.

The contract, covering 1,500 attendants, was approved by a 58 percent majority.

The new agreement, which runs through Mar. 31, 1987, includes improvements in expense allowances and additional pay for extra duties and responsibilities.

Attendants will also be guaranteed longer rest periods between some flights, the union reported.

Lane Kirkland with graduates of George Meany Center for Labor Studies.

Kirkland views challenges for labor studies graduates

The labor movement is facing a challenge of change and new opportunities for growth as new technologies and new occupations are redefining the composition of the workforce, AFL-CIO President Lane Kirkland told the graduates receiving bachelor of arts degrees from the George Meany Center for Labor Studies.

"The ground is always shifting under our feet—and we are always on the move. That's what makes our work so interesting," he observed in his commencement address.

To meet the challenges of the future, "we need new organizing techniques, expanded research capacity, modern communication skills, new political strategies and a host of other weapons," he said.

The center's external degree program, run in cooperation with Antioch University, graduated 12 more students, raising to 69 the number who have received degrees in the past 10 years.

Acquiring skills

Kirkland noted it is customary for commencement speakers to "warn graduates of the perils of the real world," and stressed that it was the experience these union leaders already had in the real world that "brought you here to acquire new tools, skills and understanding."

He said that no degree can prepare career trade unionists for the demands of their professions as "we are called upon to be economists, politicians, psychologists, sociologists, administrators, bookkeepers, educators and organizers — and much else. . . ."

While union leaders can expect criticism "from those who sit unexposed and untested," he noted that this "all goes with the territory" and "is more than offset by the rewards of our service."

He reminded the class that union members have been "savaged by Reaganomics and its consequences" as millions have faced unemployment, mortgage foreclosures, family stress, increased taxes and dashed hopes for the education of their children.

"Even with the passing of the Administration that authored these woes, our movement will still be severely tested by the inescapable changes in the world of work," Kirkland stressed. "Your skills, combined with the new spirit of solidarity that is everywhere evident in our ranks, will help our movement to meet the challenge of tomorrow."

Diploma presentation

Issac Hunt, dean of the Antioch School of Law, presented the bachelor degrees to: Joseph Benevides, senior representative of Electrical Workers Local 1357 in Honolulu; Michael Bennett, steward of IBEW Local 1547 in Anchorage, Alaska; Michael Ellis, business agent of Operating Engineers Local 627 in Oklahoma City, Okla.; AFL-CIO Field Rep. Bobby Fouche of Harrisburg, Pa.; Charles (Chip) Gamble, grievance chairman of Steelworkers Local 2499 in Williamsport, Pa.; and Jacqueline Franks Kazel, research and political education director of Wyoming AFL-CIO.

Also graduating were: Robert L. Kellerman, regional director of the Allied Industrial Workers in Saginaw, Mich.; Joseph C. Meredith, construction division director for the Boilermakers in Kansas City, Kan.; Anthony Perrone, international representative of the Food & Commercial Workers in Little Rock, Ark.; Daniel J. Repasky, board member of IBEW Local 1547 in Anchorage, Alaska, and Dennis J. Schuyler, a general chairman of the United Transportation Union in Cleveland.

In wage-hour case

Court takes new look at states' rights issue

The Supreme Court may take a fresh look at a controversial 1976 precedent when it decides a pending case involving federal wage-hour law protection for employees of San Antonio's city-owned bus system.

At issue is the application—or the reversal—of the Supreme Court's 5-4 decision in what has become known as the National League of Cities case. In that case, the court majority ruled that Congress couldn't apply the Fair Labor Standards Act to state or local agencies that perform traditional government functions.

Its reasoning was that requiring states and their subdivisions to comply with a national floor under wages and ceiling on hours would violate the "state sovereignty" guaranteed in the Constitution by the 10th Amendment.

In the aftermath of the decision, the Labor Dept. drew up a list of state and local government activities that it considered still covered by the wage-hour law because they were not traditional functions of government. Besides public transit systems, the list included such activities as state or county liquor stores and off-track betting.

The San Antonio Metropolitan Transit Authority, backed by the American Public Transit Association, then sought a declaratory judgment that the constitutional bar the Supreme Court found in its National League of Cities opinion also applied to local transit systems.

Attorneys for the Amalgamated Transit Union, which represents San Antonio bus drivers, and for the Justice Dept. argued against the attempt to extend the scope of the National League decision. They relied on a 1982 Supreme Court decision upholding the applicability of the wage-hour law to employees of a state-owned commuter railroad to reinforce their argument.

The Supreme Court heard arguments on the case last March and was expected to render a decision before starting its summer recess last month.

Question of sovereignty

Instead, it asked the parties in the case to submit arguments on whether the 10th Amendment state sovereignty doctrine as applied by the Supreme Court majority in the National League of Cities case "should be reconsidered."

Labor's answer was a resounding "Yes."

The precedents cited in the Transit Union brief range from the earliest years of the Republic to the present era. None of the cases support a conclusion "that Congress' delegated power to regulate commerce is diminished because a state, rather than a private party, is engaged in the activity which constitutes commerce," the brief notes.

"State sovereignty is secure so long as the law-making and law enforcement functions . . . are unimpaired," the union contends. And in any event, it argues that whatever immunity might constitutionally be accorded to actions of the states does not fall automatically on local government bodies.

The Supreme Court is expected to schedule arguments on this phase of the case in its new term, which begins in October.

Deck officers signal S.O.S. for battered U.S.-flag ships

Linthicum Heights, Md. — The U.S.-flag merchant marine, leaking at the seams, may be heading for disaster if federal help is not rushed out, the Masters, Mates & Pilots warned in signaling the S.O.S. at the union's convention here.

Delegates struck out against neglect of the nation's merchant marine, and called on the government to "develop, support and implement a comprehensive maritime program which increases the number of American vessels and the share of U.S. cargo they carry."

MMP President Robert J. Lowen also dressed down elements of the industry seeking to enrich themselves at the expense of the merchant marine, America's "fourth arm of defense."

These tactics, he said, have brought the industry perilously close to destruction.

The convention condemned actions of three major tanker companies—Trinidad Corp., Delta Lines and Marine Transport Lines—that have refused to bargain collectively with the MMP as the designated representative of all their licensed deck officers.

The MMP recently negotiated a three-year contract with operators of dry cargo vessels. However, the tanker operators, represented by the Tanker Service Committee, are still holding out.

Fraternal support

President Thomas W. Gleason of the Longshoremen, the parent organization of MMP, praised the ILA affiliate for its support of dockworkers in current battles.

In convention action, delegates called for:

- Strict enforcement of the 1920 Jones Act on shipping to help bolster the nation's economic and military security.
- Extending veterans' benefits to merchant mariners who risked their lives in service to their country.
- Strong opposition to legislation that would allow two foreign-built passenger vessels, the Cunard Countess and Cunard Princess, to engage in coastal cruise trade.
- Full support for extending current restrictions on the export of Alaskan oil.

The convention also endorsed a political action program that would include a direct mail campaign, a newsletter and grassroots lobbying aimed at preserving and creating American maritime jobs.

Abuses cited in prison job projects

Prison inmates should receive education-related job training but not be put to work making products that compete with goods produced by free labor, the AFL-CIO urged at House hearings

Federal law bars most prison products from being sold in interstate commerce. But the law was modified in 1979 to allow a limited number of demonstration projects. These exceptions were supposed to assure payment of prevailing wages and be undertaken in consultation with local labor groups.

AFL-CIO Economist John L. Zalusky told a House Judiciary subcommittee that the demonstration program has been abused and regulations should be tightened, not loosened.

Prisoners employed on approved projects have commonly been paid less than prevailing wages, Zalusky testified. He noted that the first demonstration project undertaken involved the reopening of an Arkansas meat packing plant that had employed union members before it closed. The new workforce was made up of convicts, and Zalusky termed the venture a clear violation of the employment provisions of the 1979 law.

"Workers and their unions support the rehabilitative aims of prison job programs," Zalusky testified. "They expect and deserve changes in the law to protect their own jobs through enforcement provisions strong enough to prevent violations."

The AFL-CIO testimony urged applying both the wage-hour law and the Occupational Safety & Health Act to demonstration projects involving the employment of prisoners. They should be paid at the same hourly rate as free labor working at comparable jobs in the same industry—based on national industry standards if the product enters interstate commerce, Zalusky urged.

Zalusky proposed that prison industry be reviewed by a board of directors representing employers and unions in the private sector and state goverment, including a representative of the state Labor Dept. and a prisoner representative.

Prisoner participation in the work projects should be fully voluntary, Zalusky stressed. In addition to deductions for taxes and a reasonable amount for room and board, a fixed share of wages received could properly be applied to a fund for crime victims and witness assistance.

At the same time, he urged, there should be an upgrading of educational programs for the prison population with community involvement to "help ensure that training is relevant to existing and expected job opportunities."

OPEIU gains contract for 152 dental surgeons

Hackensack, N.J.—Office & Professional Employees Local 153 negotiated the first contract for 152 dental surgeons on the faculty at Fairleigh Dickinson University's dental school.

The unit of doctors was organized last September. Its initial three-year agreement provides for retroactive pay adjustments back to January 1983 and salary reopener clauses for July 1984 and July 1985. It also contains a one-year reduction in the timetable for promotions.

EDITORIALS

Far from Dead

A BALANCED BUDGET amendment to the Constitution of the United States is such a scatterbrained concept that it may appear to be beating a dead horse to take up cudgels against it. Unfortunately, this particular horse is far from dead.

President Reagan has given an election-year embrace to the long-festering constitutional amendment proposal, and with good reason. It gives him an escape hatch when challenged on his plans to deal with a huge and fast-growing deficit.

Rather than bite the bullet and concede the need for more tax revenues, the President tries to tell us that the deficits will disappear if the Constitution is amended to prohibit them.

Now that's nonsense, of course. Obviously, anytime Reagan thinks the budget can be balanced without destroying the nation's defenses or dismantling its government, all he has to do is send such a budget to Congress. Instead, he has submitted budgets with deficits approaching $200 billion—ignoring his 1980 campaign pledge of a balanced budget by 1984.

If it so defies common sense, why is a constitutional amendment to require a balanced budget such a clear and present danger?

THE ANSWER is twofold: A ticking time bomb in the form of state petitions for a constitutional convention, and the hypocrisy of legislators who knew better.

The Constitution was itself the product of a convention called to strengthen the original Articles of Confederaiton that bound the former British colonies together. The delegates quickly decided to create an entirely new structure rather than try to patch the old.

With that experience, it is not surprising that the option of a constitutional convention was written into the new Constitution.

In fact, the delegates had built an enduring structure and the normal process of amendments initiated by Congress and ratified by the states proved adequate.

The constitutional convention process was never used and—considering the risks involved in tampering with the structure of government—should not be.

But no one thought to set a time limit on the process of petitioning for a convention, so state resolutions that were adopted as far back as 1975 are presumably valid today. Thirty-two resolutions have been adopted, and while some are subject to various challenges, the total is dangerously close to the 34 required.

Some members of Congress are using the argument that it would be better if Congress initiated a balanced budget amendment than risk a runaway convention that could come up with even more outrageous proposals.

That's the same gutless path that brought about adoption of the state resolutions in the first place.

The balanced budget constitutional amendment drive was spawned by one of these right-wing, single-issue groups that members of legislative bodies too often seek to appease. A balanced budget sounds almost as good as motherhood and apple pie.

So these mischievous resolutions were passed by state after state, and because they carried no time limit, they are as dangerous now as a decade ago.

CONGRESS CANNOT depend on the state legislatures that caved in so easily to pressure to pass the constitutional convention call to stand up and reject a balanced budget amendment if it is submitted for ratification. Neither the House nor the Senate should do anything that would risk such a catastrophe.

The legislatures that years ago petitioned for a constitutional convention should vote to rescind those petitions. That's the best way to defuse the time bomb. And the people of the states in which the issue is still alive should be given the facts—by their elected officials, their unions, their newspapers—that they need for an informed opinion.

If President Reagan wants a balanced budget, let him propose it to Congress. If he had done so this year, that would have put an end to the matter.

Washington Window

Reagan rhetoric refuted by facts on fairness issue

By Press Associates, Inc.

President Reagan always bristles at the suggestion that his budget and tax policies reward the rich at the expense of workers and the poor.

With the approach of the November elections and the Democratic challenge on the "fairness" issue, Reagan's protests of innocence have been louder and more frequent.

At his televised press conference on July 24, Reagan made a spirited defense of the fairness of his program with regard to social program spending, taxes, family income and inflation.

Regarding the criticism that his budget policies "had victimized the poor and the needy, there is not one single fact or figure to substantiate that charge," Reagan declared as the TV cameras rolled and reporters dutifully took notes.

However, the facts and figures from official, nonpartisan sources show that Reagan misrepresented the results of his policies. The Center on Budget & Policy Priorities documented the Reagan record, using data from agencies including the Congressional Budget Office, General Accounting office, Bureau of the Census, Congressional Research Service, and the White House Office of Management & Budget. The center's report was titled, "There He Goes Again: An Analysis of President Reagan's Statements on the Fairness Issue at his June 14 and July 24 Press Conferences."

Budget claims

The report's point by point analysis of Reagan's statements begins with his claim that his budget cuts haven't hurt the poor.

FACT: At least 560,000 persons, a majority of them women and children, were pushed into poverty by the 1981 budget cuts alone.

Nearly half a million single-parent families, mostly women and children, were cut from public assistance under the 1981 budget, often resulting in lost health coverage, utility shutoffs, and even running out of food. The programs for the poor were cut over twice as much as other social programs in percentage terms.

Families with incomes under $10,000 will suffer a net loss of $19 billion—$1,100 on average—from the Reagan budget and tax changes over the 1983-1985 period. Families with incomes over $80,000 will gain $35 billion—$24,000 on average—during the same period.

Mostly because of 1981 changes in the unemployment insurance system, fewer than 29 percent of the jobless are now receiving benefits — the lowest percentage on record.

REAGAN: "We are aiding more people and spending more money in those (means-tested) programs than has ever been spent in history. . . ."

FACT: Spending for low-income, means-tested programs, adjusted for inflation and unemployment, has been reduced by over $16 billion, or one-sixth, from fiscal 1981 to fiscal 1984.

Fewer, not more, Americans are being served even though millions have fallen into poverty since Reagan took office. Nearly 3 million fewer children eat school lunches; half-a-million fewer receive school breakfasts; fewer low-income working mothers are provided day care; there are fewer Aid to Families with Dependent Children beneficiaries; fewer low-income persons are provided legal services, and fewer poor children are screened for lead poisoning.

REAGAN: "Our tax policies have been more beneficial to (people at the lower end of the income scale) than to anyone else."

FACT: The Federal tax burden on families at or below the poverty line has increased sharply since 1980. A family of four at the poverty line paid $462 in federal income taxes in 1980. The same family must pay $1,079 this year.

REAGAN: "I think the reduction in inflation has certainly got to help people . . . at the lower end of the earning scale."

FACT: The real income of low- and moderate-income families, those in the bottom 40 percent, has fallen since 1980 despite lower inflation.

AFL-CIO news

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MEMO FROM COPE

NOV. 6 . . . THE ISSUE IS THE FUTURE

On November 6, Americans will choose between two candidates for President . . . and between two programs and two policies. Above all . . . we will choose between two visions of the future. At stake within this encompassing issue of the future of this nation and its people are many issues of particular concern to working people and their families. The record of Ronald Reagan and the program of Walter Mondale on these issues follow.

Jobs

MONDALE—Urges full employment policies with teeth in them to encourage job-creation so all may work. To avert another recession like Reagan's, would trigger special job-providing programs that sustain economic growth. Believes full employment is foundation of a strong economy.

REAGAN—More than 30 million wage-earners suffered one or more episodes of unemployment in Reagan-Republican recession 1981-83, losing $336.1 billion in earnings. President proposed no jobs programs for those laid off and tried to stymie plans advanced by others.

Aiding the Jobless

MONDALE—Demands jobless benefits adequate in amount and duration to protect those laid off and their families. Would retain special help for workers displaced by imports. Supports providing continued health coverage for idled workers.

REAGAN—Proposed reductions in jobless comp (blocked by Congress) despite deep, long recession. Tried to cut off special aid to workers displaced by imports. Opposed effort to continue health insurance for laid-off workers (10.7 million lost health coverage in families of idled workers).

Trade

MONDALE—Supports "content" law. Vows strict import limit unless U.S. trading partners lower barriers to products made here. Will not tolerate "dumping" of foreign-made goods on U.S. markets. Insists on *fair* trade that benefits our workers and industries as well as countries we trade with.

REAGAN—Talks "free trade" in a world where it doesn't exist. Opposes "content" plan to require certain portion of U.S.-made parts in products sold here, save American jobs. Permits almost unrestricted flood of foreign goods that continue to wipe out millions of U.S. jobs.

Reviving Basic Industry

MONDALE—Proposes business/labor/government consultation to aid basic industries through hard times largely caused by unfair foreign competition. Would okay loans if absolutely needed to safeguard industries essential to employment and national defense.

REAGAN—Opposes any special effort—offers no plan—to help basic U.S. industries, regardless of consequences to millions of U.S. workers and the economy itself. (Opposed Chrysler loan which saved hundreds of thousands of jobs and was repaid within a few years.)

Job Safety/Health

MONDALE—Sponsor of original job safety/health law when in Senate. Urges increased coverage, more effective enforcement. Demands clear identification of, protection against, hazardous substances in the workplace, swift clean-up of toxic waste dumps.

REAGAN—Has undercut OSHA: Fewer inspections; fewer protections for workers; delays in setting standards for worker exposure to hazardous substances; inadequate standards when finally set. Has made no real headway in toxic waste clean-up.

Unions

MONDALE—Opposed extreme action by Reagan against PATCO. Vows to appoint fair-minded, even-handed persons to NLRB, who'll judges cases on merit, provide decisions more speedily to clear away case backlog.

REAGAN—Broke air traffic controllers union, threw 11,000 out of work. (Present controllers lodge same complaints PATCO struck over, move toward unionizing.) Stacks NLRB with management representatives who leave union complaints in mothballs or consistently find against unions.

Taxes/Deficit

MONDALE—Proposes cap on tax benefits Reagan heaped on wealthy, plus repeal of Reagan giveaways to Big Oil, other corporations that let nearly 100 profitable firms *escape taxation entirely*. (These steps would greatly reduce deficit.) Would close loopholes and tax shelters to oblige rich persons, corporations to bear fair share of tax load, take big bite out of huge deficits.

REAGAN—Engineered history's biggest tax bonanza for rich persons, big corporations—major reason for Reagan's $200 billion deficits which starve programs for workers, the needy. Under Reagan tax cuts, rich reap huge gains, average citizens at best hold their own. Would tax worker health insurance. If re-elected, expected to propose national sales tax, which hits average American hardest.

Education/Youth

MONDALE—Urges $10 billion infusion of new funds to upgrade public schools, increase teacher pay. Promises to protect, expand college loan program for children of workers and the needy, so every qualified student will have chance at higher education. Opposes youth subminimum wage.

REAGAN—Slashed aid to public schools; cut college loan programs, depriving more than 700,000 low/moderate income students of needed funding to help complete education. Repeatedly proposed subminimum wage for youth.

Equal Rights

MONDALE—Would throw out Reagan appointees to Civil Rights Commission, provide strong enforcement of Voting Rights Act, other minorities protections. Supports ERA, full rights for women, minorities.

REAGAN—Weakened U.S. Civil Rights Commission. Fought extension of Voting Rights Act, fostered lax enforcement. Opposes ERA, gutted programs that aid minorities.

Social Security

MONDALE—Would uphold basic concept of Social Security, its protections and benefits. If necessary, would draw from general Treasury funds to sustain benefit levels for retirees.

REAGAN—A loose cannon on the deck. Erupts regularly on Social Security with comments that suggest he'd revamp program to cut protections, retiree benefits. (Example: "Social Security ought to be voluntary.")

Health

MONDALE—Would put lid on hospital and doctor charges (fastest rising costs of all), strengthen Medicare, Medicaid to provide more protection at less cost and safeguard funding for both programs.

REAGAN—Has no effective program to control runaway medical costs. Cut Medicare, Medicaid, seeks further cuts in these basic health programs, yet jeopardizes funding through failure to promote adequate controls.

Fairness

MONDALE—Will restore Reagan cuts in programs for the needy, resume fight to eradicate poverty that's been abandoned under Reagan. (Number of persons living in poverty increased by 6 million during Reagan era, reached highest levels in 20 years.)

REAGAN—Deprives a million persons of all food stamps, 4 million of some. Cuts 1.1 million school children out of school lunches, 900,000 off school breakfasts. Slashes $110.2 billion from wide range of people-serving programs.

AFL-CIO news

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At Capitol Heights, Md.—and across the nation—postal workers on off-duty time deliver messages protesting management's contract demands.

Congress prohibits two-tier wage cuts by Postal Service

By David L. Perlman

Congress blocked the U.S. Postal Service from imposing a two-tier wage system that would have drastically slashed the pay and benefits of all newly hired workers.

The clearcut congressional directive was written into a veto-proof appropriations bill in language that had the force of law. It reinstated for new hires as well as assuring for present employees the conditions that had been negotiated by the postal unions in the contract that expired on July 20.

Postal management, which was already facing a legal challenge from the unions, said it would "obey the law."

The parties remained far apart in their bargaining positions and the 45-day factfinding procedure provided by law in the event of a contract impasse is under way.

There are actually three sets of simultaneous negotiations and factfinding—the two biggest unions, the Postal Workers and the Letter Carriers, are bargaining together; the Mail Handlers division of the Laborers is bargaining separately for the workers it represents, and the unaffiliated Rural Letter Carriers make up the third negotiating team.

Action by Congress came shortly before a scheduled federal district court hearing on a suit by the four postal unions to block the two-tier pay plan. The hearing, originally set for Aug. 15, was postponed in anticipation that President Reagan would sign the appropriations bill—which includes funds for El Salvador assistance and essential government functions—and that the Postal Service would not renege on its promise of compliance.

Praise for Congress

In Las Vegas, where the Letter Carriers and the Postal workers will hold separate but simultaneous conventions starting Aug. 19, union reaction was applause for Congress and resentment against a provocative management that hired a professional anti-union consultant to help shape its negotiating stance.

Management's "last offer" before the factfinding process got under way was still a pay freeze for the present workforce coupled with a 23-percent cutback in wages, benefits and vacation time for new hires.

The factfinding procedure started with the two sides in each of the three sets of negotiations choosing one member each from a list of mediators supplied by the Federal Mediation & Conciliation Service, with the two chosen deciding on the third member.

The factfinding report, which must be submitted within 45 days, may be either with or without recommendations for a settlement.

If the parties still cannot reach a voluntary agreement, the law requires that the issues in dispute be submitted to binding arbitration. Postal employees are forbidden by law from striking.

Both Postal Workers President Moe Biller and Letter Carriers President Vincent Sombrotto have charged management with deliberate provocative actions that have worsened the bargaining atmosphere.

Continued on Page 5

Productivity not a gain for workers or buyers

By Susan Dunlop

Although the nation's economy posted a gain in productivity in 1983, workers and consumers have yet to reap the benefits.

Overall productivity for the U.S. economy rose 2.7 percent last year, the Bureau of Labor Statistics reported. In the manufacturing sector alone, productivity increased 4.3 percent.

AFL-CIO Research Director Rudy Oswald pointed out that despite these changes, corporations in general "are not reducing prices paid by consumers, and workers are receiving little benefit."

Instead, the productivity gains are being absorbed by higher profits and interest payments, such as those on corporate bonds which primarily benefit the wealthy.

Unit costs

A separate BLS report showed that unit labor costs in 1983 rose only 1.6 percent while unit non-labor costs—primarily those profits and interest payments—were up by 6.3 percent.

And in the second quarter of 1984, unit labor costs edged up just 1.2 percent while non-labor costs jumped 7.5 percent compared to second quarter 1983.

Overall, Oswald said, the productivity figures show that pressure for wage constraints and givebacks is unwarranted.

The BLS breakdown of productivity changes by industry showed gains among three-quarters of the classifications surveyed, but declines among 25 percent of the industries.

In manufacturing, the steel industry posted a record productivity increase of 27.7 percent in 1983 over 1982. But BLS noted this was a rebound from the recession-battered industry's record 18.1-percent decline in productivity in 1982.

Steel output was up 14.7 percent in 1983 due to increased demand, while employee hours were down by 10.2 percent, reflecting problems such as plant closings and cutbacks.

Among those industries contributing to the demand for steel was motor vehicles where productivity was up 14.2 percent based on a 30.6 percent increase in output. Employee hours were up 14.3 percent. The BLS pointed out that the improvement in this industry contrasts with its 8 percent decline in productivity in 1982.

Continued on Page 8

Reagan's NLRB overturns policy on hospital units

The Reagan-appointed majority of the National Labor Relations Board changed policy again, switching to the employer side in a refusal-to-bargain case and scrapping established guidelines for bargaining units in the health care field.

In the short run, the new 3-1 decision means that St. Francis Hospital in Memphis won't have to negotiate with Electrical Workers Local 474, which won a representation election for a unit of 43 maintenance workers.

The hospital had resisted bargaining for more than four years. Finally, it found an NLRB majority that agreed that it didn't have to.

In the long run, as AFL-CIO President Lane Kirkland noted in an interview, it

Continued on Page 6

Rowland-Buckley connection

Appointments threat to job safety

By Arlee C. Green

Workers can expect a further retreat in federal job safety law enforcement under Robert A. Rowland and E. Ross Buckley, the AFL-CIO charged.

Rowland was sworn in last month as head of the Occupational Safety & Health Administration after leaving the chairmanship of the Occupational Safety & Health Review Commission. And Buckley, a member of the commission just six months, was named by President Reagan to take over as chairman.

Reagan bypassed the Senate confirmation process on Rowland by giving him a recess appointment while Congress was out for the Democratic convention.

An AFL-CIO analysis of the Rowland and Buckley voting records at OSHRC points to a grim outlook for worker safeguards against job hazards, warned Margaret Seminario, the federation's industrial hygienist.

From Rowland's appointment to the commission in 1981, where he served with Carter Administration appointees Bert Cottine and Timothy Cleary, until Cottine's departure in the spring of 1983, the panel ruled on 146 cases involving employer violations. Rowland voted to vacate OSHA citations in 121 cases, or 83 percent.

Lone dissenter

In contrast, the commission upheld the OSHA in 72 percent of the cases during this period, with Rowland usually dissenting.

After Buckley joined Rowland on the commission in January, OSHRC upheld OSHA citations against employers in only four of 20 cases.

Buckley became the swing vote. "Everything we had feared about Buckley coming on the commission has proven true," Seminario said. "He has moved in lockstep with Rowland to weaken even further OSHA's ability to protect workers."

She pointed out that Buckley joined with Rowland on a number of cases to overturn previous enforcement decisions. Seminario noted the Duquesne Light Co. case where Rowland and Buckley held that employers don't have to provide medical examinations to workers unless there is "at least some degree of regular asbestos exposure." In this case, the workers were exposed to 10 times the federal limit on asbestos.

The two Reagan-appointed commissioners ruled that such intermittent exposures are non-serious violations, even those an

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Striking for justice

Cement workers at a strike rally in Independence, Mo., hear union officers charge that years of peaceful labor relations with their employer, Missouri Portland Cement Co., have been ruined by the company's union-busting tactics. The strike by 650 members of the Boilermakers' cement division is in its 10th week at four of the company's plants in Missouri, Illinois and Michigan. The company forced the strike by rejecting an industry pattern settlement. At the rally are, right, Boilermakers Vice President Richard Northrip and Director Henry Bechtholdt of the union's Cement Workers division.

House expands 'superfund'

El Salvador aid bill cleared by Congress

The House voted a major expansion of the superfund program for cleanup of toxic wastes and Congress reached a consensus on support for El Salvador's new government before beginning a recess that will run until after Labor Day.

Congress has for all practical purposes abandoned its elaborate budget-setting procedure this year, but it is moving ahead with appropriations bills at a somewhat faster pace than in the past. The funding bills are needed to keep government programs going in the fiscal year that starts next Oct. 1.

The El Salvador aid battle was over a supplemental appropriations for the current fiscal year, and the outcome amounted to a cautious vote of confidence for the new administration of President Jose Napoleon Duarte.

As finally approved, the measure included $70 million in addition to the $126 million previously provided for military aid along with an added $120 million in economic support.

Originally, the House had rejected any added military aid and the Senate added the $117 million requested by the Administration. The $70 million compromise was accepted by the House on a 234-161 vote.

The AFL-CIO had urged approval of the full amount of economic and military aid as recommended by the National Bipartisan Commission for El Salvador—the Kissinger Commission—on which Federation President Lane Kirkland served.

A letter from AFL-CIO Legislative Director Ray Denison urged approval of the Central American assistance funds.

Support for Duarte

"The Duarte government was elected with the full support of the workers and campesinos," the AFL-CIO letter noted. "Duarte deserves a fair chance to achieve his objective since he is committed to meeting the conditions of democracy, land reform, dialogue for peace, and prosecution of the murderers of the AFL-CIO representatives," it concluded.

An amendment inserted in the bill on a motion by Sen. Edward M. Kennedy (D-Mass.) conditioned military assistance to El Salvador on continued progress in human rights protection. It requires President Reagan to certify that this is the case before funds are released.

The toxic waste superfund bill would authorize the Environmental Protection Agency to spend up to $10.2 billion over five years to clean up abandoned toxic dumps. The existing program, which under the Reagan Administration was marked by EPA foot-dragging, was begun in 1980 with a $1.6 billion authorization.

Most of the funds for the program come from taxes on the petroleum and chemical industries, which would be increased under the House-passed bill. The Administration has resisted the measure, urging Congress to wait until next year when an EPA study is supposed to be completed.

In another area of labor interest, the Senate passed a compromise generic drug bill, which combines longer patent protection for firms that develop new drugs with a simplified procedure for other firms to market the drugs under a generic name without repeating extensive research in order to obtain approval from the Food & Drug Administration.

The AFL-CIO has supported generic drug legislation as a means of lowering health care costs for individuals and for group insurance plans.

Painters pick 5 new officers, re-elect Duval at convention

Painters President William A. Duval headed a mixed slate of incumbents and challengers who were swept into office by acclamation at the union's 25th convention. Just prior to the voting, all of the opposition slate withdrew. The result was the election of a new secretary-treasurer and four new vice presidents.

Convention delegates also voted to establish a strike defense fund and approved the creation of a new Canadian district.

A. L. "Mike" Monroe, a district vice president, was elected the union's new secretary-treasurer. His son Michael Monroe, 2nd District organizing director, was elected vice president of the district.

International Rep. Patrick Lane was elected to the 4th District seat and Walter Raftery, the 6th District organizing director, is now that district's vice president.

Besides Duval, incumbent Vice Presidents Bernard Sniegowski, James Wolford, Guy Leber and Richard J. Zack were returned to office.

Just prior to the voting, incumbent Sec.-Treas. Robert J. Petersdorf withdrew from the election, along with incumbent vice presidents Jack T. Cox of the 4th District and James B. Cox of the 6th District. Also withdrawing were challengers Harry Martin and James Shay.

David Cairns of Toronto was elected vice president of the new Canadian district. Previously, the at-large 7th District vice president covered Canada, along with the union's special trades division.

Defense fund panel

In creating the strike defense fund, the convention set up a committee comprised of members from each district to determine the source and level of revenues.

Delegates also voted to give their full support to the "initiative of the AFL-CIO in supporting candidates in primary elections as well as general elections" and urged the federation to "do everything possible to dump Reagan in November."

In a convention address, AFL-CIO President Lane Kirkland told delegates that the progress their union made over the past 97 years has been jeopardized by the Reagan Administration. Kirkland warned the delegates not to be taken in by the Republican campaign aimed at getting voters to forget the misery caused by Reagan policies.

In opening the convention, Duval said Reagan "and those that pull his strings must be removed from the federal level where that kind of thinking and resulting activities have caused so much hardship for our members."

President Robert A. Georgine, of the AFL-CIO Building & Construction Trades Dept., urged the convention to direct its pension funds toward creating "jobs for our members and other workers."

President Frank Drozak, of the Maritime Trades Dept. detailed for the convention the economic assault on workers over the last four years, keying on the decision of the National Labor Relations Board, the weakening of OSHA and the Reagan attacks on social security and the Davis-Bacon Act.

In convention sessions focusing on job safety, delegates were addressed by former OSHA Administrator Eula Bingham, Dr. Irving Selikoff and Dr. Edwin Holand Dr. Edward Baker of Harvard.

The convention also adopted resolutions supporting the AFL-CIO's call for a $68 billion national public works program, establishment of union retirees' clubs, backing common situs picketing and freezing the salaries of the union's executive board and international representatives through 1985.

Court reinforces union right to data in pay rate case

A union has a right to the information it needs to check up on a contractor's compliance with the prevailing wage provisions of the Davis-Bacon Act, a federal judge ruled.

Electrical Workers Local 41 suspected that a non-union subcontractor employed on a Buffalo housing construction project wasn't paying his workers prevailing wages and benefits. But when it sought the payroll data under the Freedom of Information Act, the Dept. of Housing & Urban Development deleted from the payroll records most of the information the union needed.

HUD's argument in the subsequent court proceedings was that payroll data including the names of the employees would infringe on personal privacy and could subject the employees to "unwanted organizing pressure."

Judge Louis L. Oberdorfer of the U.S. District Court for the District of Columbia upheld the union's request for the information and rejected HUD's arguments.

Appointees termed safety hazards

Continued from Page 1

OSHA expert testified "there is a possibility of contracting cancer based on any amount of asbestos exposure."

They also held the employer would not be required to monitor worker exposures because of the "sporadic" nature of their exposures. Seminario pointed out that if this type of ruling were allowed to stand, it would rule out basic medical and monitoring protections for most construction, demolition and maintenance workers who receive occasional exposures to asbestos.

Seminario said that Rowland's "interpretation of the law and of OSHA standards has been one-sidedly skewed, imposing a burden of proof on OSHA that in most instances is impossible to meet."

Rowland's decisions on workers' excessive exposure to toxic substances bordered on a body-count approach. His voting record exhibited "a total lack of understanding or acceptance of well established public health and industrial hygiene principles and would require a certainty of harm to workers before corrective action would be taken," Seminario charged.

Rowland has challenged the "agency's toxic substance standards and other consensus standards adopted in 1972, including those that have withstood court challenge, Seminario noted. He applies interpretations that are in direct conflict with the literal requirements and that seriously reduce protections afforded" by the standards, she said.

Rowland's rulings have disputed the life-threatening nature of silica dust exposure, determined the noise standard unenforceable to require feasible administrative or engineering controls, and held that engineering controls should not be preferred over personal protective equipment, such as dust masks.

Full retreat

Seminario said workers can expect that under Rowland, OSHA will cease to issue any citations for violations under the general duty clause of the job safety law. She said Rowland views the general duty clause as being "too general" and of requiring "preponderant evidence" that an employer "recognized" a hazard.

In a case where a steelworker lost an eye after being struck by a metal pellet, the company was cited for failing to provide overhead protection to the worker who was 87 feet below and 50 feet away from where the metal was falling. Rowland denied the citation because OSHA failed "to prove by preponderant evidence" that the employer "recognized" the hazard.

Seminario also suggested that "if there is a way to interpret the law absolving the employer of requirements specified by the law, Rowland will do so." She noted under the inorganic arsenic standard, employers are required to provide medical exams without cost to the employee. Rowland found fault with that requirement being placed in the preamble of the standard and held that OSHA "should not construe the 'without cost' requirement to require reimbursement of these costs (travel costs) as a matter of law."

The U.S. 9th Circuit Court of Appeals rejected Rowland's reasoning and found the preamble was legally applicable and did require payment for time spent taking exams, Seminario pointed out.

In a case involving exposure to silica dust at seven times the allowable limit, Rowland chided OSHA for not being able to prove that silicosis could result from such exposure. He would have not found the overexposure to be "serious" and would have assessed no penalty, Seminario said.

In appointing Rowland as Auchter's replacement, she said, the White House seems to have found a person who fits the sentiments expressed by Mr. Reagan in March 1980 when he said to Business Week magazine, "I question seriously the need for OSHA."

Mondale's record vs. Reagan policies

Following is the introduction to the AFL-CIO Review of the Issues and Candidates, which was prepared for the federation's General Board meeting in Denver on Aug. 19. The General Board, representing all of the AFL-CIO affiliates and central bodies, will act on a formal endorsement for the presidential election.

Walter F. Mondale and Geraldine A. Ferraro have earned labor's support in the presidential election by their performance in public office and the positions they have taken on issues important to workers and their families—and to all Americans.

The votes that Mondale cast as a senator from Minnesota demonstrate that he is no mere election-year convert to the positions he has taken in this campaign. Mondale's record, and its sharp contrast to the policies of President Reagan made him the overwhelming choice of delegates to the last AFL-CIO convention.

As the endorsement resolution noted, Mondale "has been an ally of the trade union movement in the struggle to meet the needs of our people for jobs at decent wages, for better public education and medical care, for equal rights and civil rights, and for decent housing."

The contrast is equally great between the rival candidates for Vice President.

Geraldine Ferraro, like Mondale, doesn't need any introduction to the trade union movement. Her mother was a union garment worker and she was a union steward at the public school where she taught early in her career.

Her voting record in the House of Representatives was every bit as good as the voting record Mondale compiled in the Senate. Both were rated more than 90 percent "right" on key votes by AFL-CIO standards.

Vice President Bush's voting record during his terms in the House showed only one "right" vote and 21 "wrong" votes.

Prolonged siege

During the Reagan Administration, the nation went through the most severe and prolonged siege of unemployment since the Great Depression. Even now, the jobless rate remains higher than in most previous recessions.

Jobs are a key to a prosperous America, and Mondale shares labor's commitment to full employment goals.

He was an original sponsor of legislation to protect workers from sudden plant closings. During the past periods of high unemployment, he voted for emergency job programs and public service jobs for the unemployed. These are programs that the Reagan Administration scuttled, adding to the severety and hardships of the Reagan recession.

Mondale has spoken up for a partnership of government, labor and business to modernize America's basic industries and make them fully competitive. He knows that the United States cannot prosper without an industrial base and the jobs that factories provide.

Under President Reagan, the nation's trade deficit—like the budget deficit—has soared to previously unthinkable levels. High interest rates, which put a damper on the U.S. economy, have pushed the exchange rate of the dollar artificially high. You don't have to be an economist to know that it's bad news when exports from the United States are overpriced and imports are artificially underpriced because of the exchange rate of the dollar.

Fairness issue

Perhaps the issue that most separates the presidential candidates is fairness.

Since its first days in office, the Reagan Administration has tilted to the side of the rich and powerful. Those who had the least were left behind, and there are more of them. Previous administrations have achieved a reduction in poverty. Under President Reagan, there has been a sharp increase.

America should not be "a jungle where only the fittest or the richest prosper," Mondale told the AFL-CIO convention last year.

Under President Reagan, federal job and training programs have been slashed, unemployment insurance cut back, food stamp help reduced, children denied school lunches and social services slashed.

The tax cuts of which President Reagan is so proud have been worth vastly more to the wealthy than to middle-class households. Businesses have been given so many tax credits and special exemptions that the corporation tax has almost disappeared as a source of revenue. At the same time the federal deficit has grown astronomically and interest payments on the federal debt are eating up a large part of each year's revenues.

In accepting the Democratic presidential nomination, Mondale told the American people that the deficit piled up under the Reagan Administration made higher taxes and restraints on spending inevitable —regardless of whether he or Reagan wins the election.

That's straight talk, and just about every economist in the country agrees with it. It's what responsible Republicans in Congress have been saying as well as Democrats. Even President Reagan waffled on the issue until deciding that there was more political mileage to be gotten out of saying he has "no plans" to raise taxes. He's asked his advisers to send him their tax reform recommendations—after the election.

When President Reagan raises taxes or, as he would probably put it "broadens the tax base," there's little likelihood that it will be done fairly.

Mondale's prediction is that Reagan "will sock it to the average-income families again, and leave his rich friends alone."

By contrast, Mondale said, "to the corporations and freeloaders who play the loopholes or pay no taxes, my message is: Your free ride is over."

The next President of the United States will probably appoint a majority of the Supreme Court and make lifetime appointments of hundreds of other federal judges.

The president will determine by his power of appointment the manner in which the Occupational Safety & Health Act is enforced, and that's literally a life-or-death situation for many workers.

We've seen—tragically—how President Reagan's appointees have weakened job health standards and cut back on safety inspections. Employer costs have been put above worker health in setting standards limiting exposure to deadly asbestos fibers and cotton dust, among others.

The Reagan Administration has sought to weaken, not enforce, the wage-hour law and prevailing wage protections under the Davis-Bacon and Service Contract Acts.

Union-busting consultants and management attorneys have been put in charge of enforcing federal labor law. The counsel of the National Labor Relations Board is an alumnus of the fiercely anti-union National Right to Work Committee.

President Reagan still campaigns as if government were the enemy. Mondale put it differently: "Government does not belong on your back, but it does belong at your side."

Workers aren't the only group with good reason to be concerned about the dangers of a second Reagan Administration.

Acting friendly

Reagan may declare himself now a friend of the elderly and of social security. But it is not so easy to wipe out the memory of his Administration's attempt to slash social security benefits drastically, and the very real cutbacks he has made in Medicare health benefits.

Mondale's firm position is that the government made a bargain with the men and women who have paid into the social security program during their working lives—and that bargain must be kept.

On virtually every civil rights issue that has arisen in his Administration, President Reagan has sought to weaken existing laws and take the narrowest possible interpretation in enforcing them.

By contrast, Mondale was an original sponsor of the Voting Rights Act and has been identified with the generation of progress that opened doors for Americans long excluded. Under the Reagan Administration, some of those doors are again starting to close.

Until Reagan, the Republican Party like the Democratic Party had championed the Equal Rights Amendment. Mondale wants to be President when ERA becomes part of the Constitution.

Polluters have found allies in the Reagan Administration, consumers can't get anyone to listen.

The nation's infrastructure — roads, bridges, water supply and waste treatment systems—deteriorates. High interest rates have priced most young families out of the dream of home ownership — and the lack of low-cost housing has pushed proud Americans into the ranks of the homeless.

Geraldine Ferraro spoke to some of these concerns in accepting the Democratic Party's vice presidential nomination:

American dream

"Our faith that we can shape a better future is what the American dream is all about. The promise of our country is that the rules are fair. If you work hard and play by the rules, you can earn your share of America's blessings."

It "isn't right," she said, "that every year the share of taxes paid by individual citizens is going up, while the share paid by large corporations is getting smaller and smaller."

The same set of rules should apply to all Americans. "But under this Administration, the rules are rigged against too many of our people," Ferraro charged.

Under President Reagan, corporations have used billions of dollars in tax windfalls to buy up other corporations instead of investing in new jobs or in technology to become more productive.

Mondale has other ideas, and he sent a message to companies that send their jobs overseas:

"We need those jobs here at home. And our country won't help your business unless your business helps our country."

Mondale knows, as he put it, that "America must have a strong defense and a sober view of the Soviets" and he takes seriously the government's constitutional obligation to provide for both the common defense and general welfare.

And he faces squarely what President Reagan insists on denying—that the only way to bring down deficits without raising taxes would be to slash the defense program below the safety level, or demolish social security, or both.

Republicans used to talk about "fiscal responsibility." But that's before President Reagan inaugurated an administration based on what Vice President Bush once dismissed as "voodoo economics."

The contrast between the Reagan record and the Mondale program is spelled out in more detail in the pages that follow. The issues that divide the candidates are the issues that have united the unions that make up the AFL-CIO so strongly behind the Mondale-Ferraro ticket.

Pay equity issues stressed in CWA convention action

Philadelphia — The Communications Workers convention put high priorities on closing the female wage gap, extending federal job safety coverage to public employees and strengthening civil rights protections.

Delegates noted in a resolution that "the absence of pay equity has wide-ranging implications for both men and women, and for the economy as a whole. The exploitation of women as a cheap labor pool holds down the wages of those on the higher rungs of the pay scale" as well as those directly affected, the resolution observed.

Bargaining pledge

CWA President Glenn Watts pledged that the union will continue to carry the pay battle to the bargaining table.

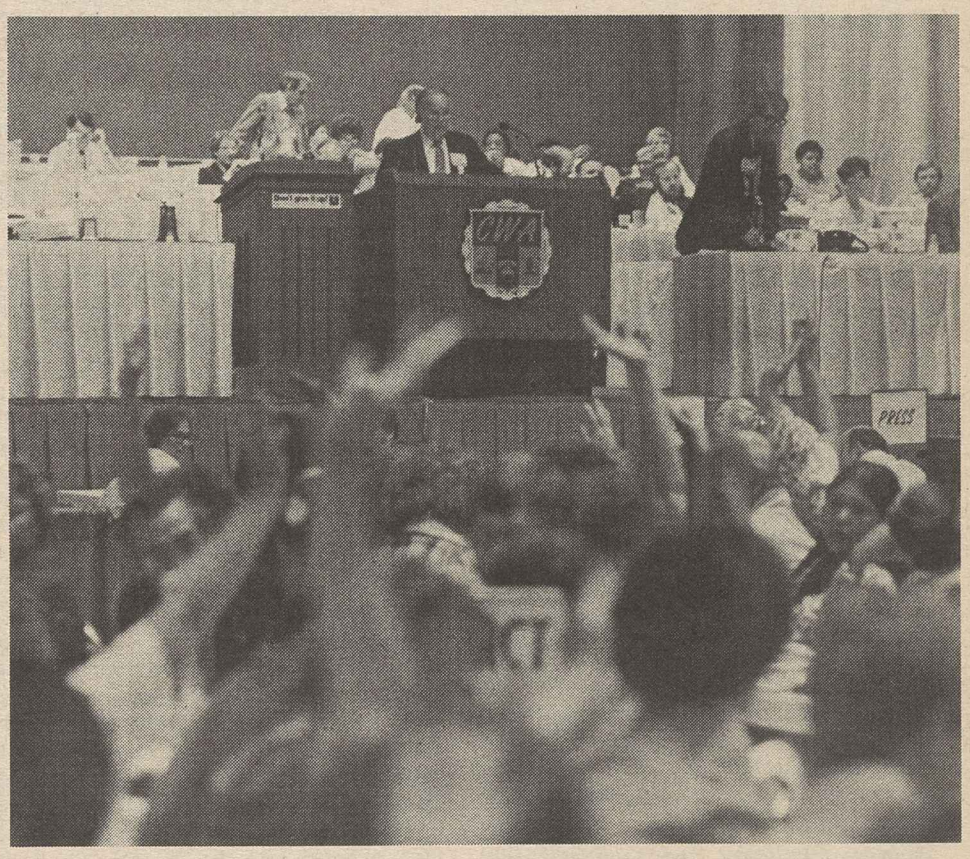
The convention stressed the need for bias-free job evaluation systems, training and retraining programs to eliminate occupational segregation, stronger laws, and legal remedies.

It also called for the CWA to develop internal education and public relations programs to help eliminate the wage gap.

Noting the abject record of the Reagan Administration in enforcing the Occupational Safety & Health Act, delegates urged Congress to adopt measures providing public workers with guarantees of safe and healthful working conditions.

In addition, delegates said the CWA should "petition Congress to re-establish adequate funding levels for existing and future OSHA programs so that proper investigative and enforcement powers, now paralyzed by Reagan Administration budget cuts, will revitalize the intent and meaning" of the OSHA program.

Immediate action is needed that would protect the independence of federal civil rights agencies against Reagan budget cuts and policies, delegates said. They urged Congress to enact legislation that would overturn the Supreme Court's Grove City College decision, sharply narrowing the 1972 law banning sex discrimination by federally aided colleges and universities.



Delegates to the Communications Workers convention in Philadelphia vote on a resolution as CWA President Glenn Watts presides.

Plasterers President Melvin H. Roots reports to delegates to the union's convention. At right is Sec.-Treas. Robert J. Holton.

Plasterers convention looks at crucial ballot box issues

Las Vegas, Nev.—Delegates to the Plasterers & Cement Masons convention were urged to look to the ballot box as well as the bargaining table for a redress of grievances.

President Melvin H. Roots said a one-sixth drop in the union's membership in the five years since the last convention reflected the impact of "Reagan, recession and reaction."

The union had already endorsed Walter F. Mondale's presidential candidacy, and delegates enthusiastically adopted a resolution introduced from the floor strongly backing the ticket of Mondale and Geraldine A. Ferraro. Now that she's on the ticket, Roots said, "we've got both the best man and the best woman."

Constitutional update

The union's 45th convention had before it various proposals for updating a constitution that dates back more than 100 years and has become unwieldly in terms of present-day conditions. Also on the agenda was the election of officers.

At the opening sessions, however, speakers stressed the importance of the coming elections to America's workers.

President Andrew T. Haas of the Asbestos Workers stressed the importance of internal union voter registration efforts.

The Administration's anti-union policies have encouraged union-busting and the formation of "double-breasted" subsidiaries by building trades contractors, he charged.

Executive Sec.-Treas. John F. Henning of the California AFL-CIO said union members in his state have been getting heavily misleading mailings from the Reagan campaign organization.

The best way to counter such an effort, he suggested, is to get the facts on Reagain's record to the union members—including the fact that nearly one-third of all income tax revenues will have to go to pay the costs of the national debt.

Reagan's "subversion of the National Labor Relations Board" is likely to be followed by the packing of the Supreme Court with anti-labor jurists if Reagan is re-elected, Henning suggested.

Roots said plasterers, cement masons and other construction workers still experience high, double-digit unemployment in much of the country.

He said there might be an excuse for the high Reagan deficits "if that money was going into productive investments—to make our industries more competitive, to rebuild our national infrastructure . . . to put people to work."

But in fact, "we are mortgaging our children's futre—and that of their children" to provide tax windfalls for the wealthy, Roots contended.

Union, U.S. Steel open job centers

Pittsburgh—The Steelworkers and U.S. Steel Corp. have teamed to set up a network of job assistance centers to aid the more than 10,000 workers hit by layoffs at the company's mills.

The centers will help the dislocated workers search for new jobs and help locate and pay for retraining opportunities. As many as half of the displaced workers are expected to use the program.

The programs will be available in addition to other benefits for displaced workers already provided in the USWA's contract with the nation's largest steelmaker.

U.S. Steel will pay for one-third of the project's estimated $4 million budget. The remainder of the funding is expected to come from the federal government through the Job Training Partnership Act.

Centers are already in place in South Chicago, Ill.; Gary, Ind.; Fairless Hills, Pa., Cleveland and Pittsburgh. Other locations will include New Jersey and Utah.

In convention action

Fire Fighters approve safety program funds

Cincinnati — Concerned with the continuing casualty rate in the fire services, the Fire Fighters convention voted to establish and fund a new union department of occupational safety and health.

The 1,200 delegates approved a special 8-cent increase in the IAFF's monthly per capita to finance the safety and health program if necessary after a Labor Dept. New Directions grant expires in mid-1985.

IAFF President John A. Gannon praised the convention decision, pointing out that for fire fighters the concerns for safety and health are "more than just a priority, they are a moral commitment."

The union's statistics show that during the decade ended in 1982, there was an annual average of 78 line-of-duty fatalities, 89 deaths from occupational disease, 45,530 injuries and 1,112 forced retirements due to job-related accidents or illnesses.

Under the federal OSHA grant, the union was able to assemble a staff of specialists in the safety and health field, conduct or sponsor research, and disseminate information to the 160,000 members of the IAFF.

Funding concerns

The convention resolution instructs the officers to seek continuing funding from government or foundations for these activities. But if that search is unsuccessful, the union will take over the financing of the projects developed by the new headquarters department.

Gannon was re-elected to a third two-year term over challenger Dustin Alward, an IAFF vice president from Randolph, Mass., by a vote 76,050 to 64,264. Sec.-Treas. Alfred K. Whitehead was re-elected without opposition.

Delegates overwhelmingly approved a presidential election resolution endorsing the Walter Mondale-Geraldine Ferraro ticket.

In introducing the measure from the convention floor, President Patrick Camtalme of Phoenix Local 493 said the convention action was essential to squelch the impression that the IAFF had come out in favor of President Reagan's re-election after a small unaffiliated group in New Jersey endorsed the Republican ticket.

In a show of hands, the delegates voted their support for the election of Democratic candidates Mondale and Ferraro by a 20-1 margin.

"Firefighters are fed up with Reaganomics, unemployment and with government serving the wealthy and big corporations," Gannon stressed.

"This union will work hard to help elect the Mondale-Ferraro team," he pledged.

Per capita boost

Delegates also approved an additional 10-cent boost in per capita payments to cover the union's increased operating costs.

Under IAFF procedures, specific projects proposed to the convention carry a per-capita price tag that is automatically built into the dues structure.

Thus, the 8-cent increaes for the job safety program and the 10-cent general fund increase raise the monthly per capita from $3.06 to $3.24.

The IAFF's concern with pay-as-you-go financing has been heightened during the last four years of austerity. In 1980, the union leadership discovered that because of faulty reporting procedures, the IAFF had an unexpected deficit that ran well over $1 million.

With an austerity program that sought to preserve basic programs and services, Gannon told the delegates that the IAFF "is once again in healthy financial condition."

"We have wiped out a staggering deficit," he told the cheering delegates.

At its opening session, the IAFF heard Ohio Gov. Richard Celeste express strong support for collective bargaining in the public sector. He praised the IAFF's record of responsibility in his state.

Court raps NLRB's policy switch

San Francisco—A federal appeals court told the National Labor Relations Board to return to its pre-Reagan policy of avoiding "unnecessary interference in internal union affairs."

The 2-1 decision by the U.S. 9th Circuit Court of Appeals was a victory for the Food & Commercial Workers in a six-year battle to get the Seattle First National Bank to the bargaining table. The bank's blatant refusal-to-bargain policies earned it a place on the AFL-CIO's boycott list.

It was a stern rebuke to the NLRB, which had started out on the worker's side of the issue but switched its backing to the management position after votes of Reagan appointees titled the labor board's membership.

At issue was whether a decision by a union to change its affiliation status would cause it to lose its bargaining rights if only union members voted on the action.

Irrational change

The policy change, which the appellate court found "irrational" and inconsistent with the National Labor Relations Act, had aligned the NLRB with management in contending that employees who chose not to join the union that bargains for them—the free riders—should have an equal vote with dues-paying members on the affiliation of the union.

The origin of the dispute dates back to 1977, when the independent union that represented employees of the Seattle First bank was unable to get management to agree to a new contract. After the bank cancelled the old agreement and made unilateral changes in conditions, the union filed charges and the NLRB found the Seattle First had failed to bargain in good faith.

In 1978, with the dispute still unresolved, the bank's union employees voted by a big margin to affiliate with the Retail Clerks, the union that is now the Food & Commercial Workers. The NLRB certified the union—now UFCW Local 1182—as the continuing bargaining agent, finding no cause to dispute the procedure followed for affiliation and no change in the nature of the union.

That was in accord with existing NLRB policy. When the bank refused to meet with the union, contending that non-union employees should have voted on the affiliation decision, the NLRB found the employer guilty of unfair labor practices.

Further consideration

The bank appealed the NLRB bargaining order to the 9th Circuit appellate court. But before the case was decided, the NLRB asked the court to remand it for further consideration by the labor board.

Then, by a 3-2 vote, it reversed its policy and agreed with the bank that non-members should have been given a vote on the affiliation decision.

This time, it was the UFCW's appeal that brought the case back to the appellate court.

The court found the NLRB's turnabout inconsistent with "the longstanding federal labor policy . . . to avoid unnecessary interference in internal union affairs and with the law's primary purpose of promoting industrial peace" through collective bargaining.

The doctrine promulgated by the new NLRB majority, the court said, would "result in interference in internal union affairs by non-members, employers (through refusals to bargain), and the board."

Contrary to policy

Further, the decision noted, the NLRB's new rule would effectively decertify a newly affiliated union, which "runs completely counter to the policy of promoting stability in the bargaining representative."

Another appellate court, the 5th Circuit in New Orleans, had taken a contrary position on the same issue, based on a policy of general deference to the NLRB's judgment on procedural matters. The differences between the circuits increases the possibility of a Supreme Court review if the NLRB should seek it. The labor board has not yet decided whether to do so, a spokesman said.

UFCW President William H. Wynn termed the 9th Circuit decision "a tremendous victory" for the union members who "have been waiting a long time for justice." He called on the bank's management to now "sit down at the bargaining table and negotiate a fair contract."

Histadrut elects Kessar as Meshel steps down

Tel Aviv—Histadrut's executive committee has elected Israel Kessar to succeed Yeruham Meshel as secretary-general of the Israeli labor federation.

Kessar, 53, had been serving as deputy general of Histadrut. Meshel, who stepped down after a decade at the helm of Israeli labor federation had nearly a year remaining before the end of his present term of office.

Kessar has been active in Histadrut and the Israeli labor movement since his youth, and has served in several capacities in the Israeli Ministry of Labor.

Congress kills 2-tier scheme on postal pay

Continued from Page 1

A recent example, they noted, was the assurance given by postal management that the wage freeze being proposed for rank-and-file workers would not extend to postal supervisors. A budget projection by the Postal Service had estimated an 8.1 percent increase for supervisors. A USPS official said the projection was not binding and no decision would be made regarding supervisor pay increases until the bargaining unit dispute has been resolved.

Congress stepped into the picture when the House adopted by voice vote an amendment proposed by Rep. Silvio O. Conte (R-Mass.) to the supplemental appropriations bill. It required maintenance of the existing contract provisions until the procedures set by law for resolving an impasse on a new contract had been carried to a conclusion.

Conferees meet

The Senate deleted the provision from its version of the appropriations measure, leaving the issue to be resolved by a House-Senate conference.

Here, the Senate conferees proposed softening the language to a "sense of Congress" that the postal service should withdraw its two-tier policy.

The House conferees stood firm, contending as did the unions that the management action flouted the intent of Congress when it set up the U.S. Postal Service and that it should be directed, not merely requested, to comply with that intent.

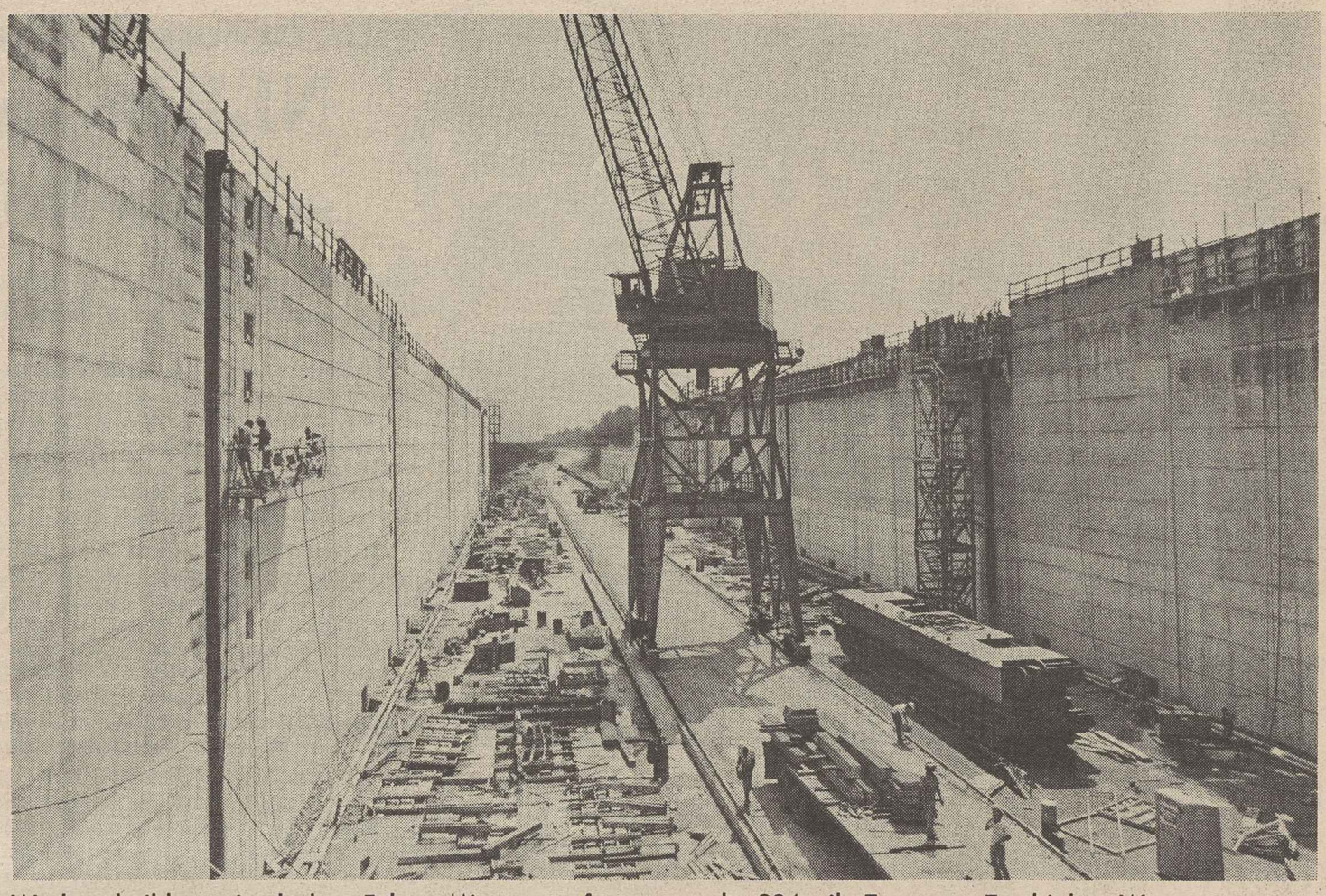
The conferees then reached agreement on most other provisions of the bill, sending it for a final vote by the House and Senate with the postal pay amendment reported "in disagreement." That left it up to the full membership of each body to vote on the issue.

The House acted first, insisting on the Conte amendment by a 378-1 vote. Rep. Ron Paul (R-Tex.) was the lone dissenter.

Among the many House members speaking for the amendment was Post Office & Civil Service Committee Chairman William D. Ford (D-Mich.), who termed the USPS action "provocative and foolish."

Ford and the other speakers emphasized strongly that the law providing fact-finding and arbitration in exchange for denial of the right to strike put an equal obligation on management to maintain the existing contract while the dispute-resolving procedures are followed.

The Senate did not dispute the House action and agreed by voice vote to drop its opposition to the amendment.



Workers build massive lock at Fulton, Miss., one of many on the 234-mile Tennessee-Tombigbee Waterway.

Job skill training adds to benefits of 'Tenn-Tom' waterway project

By the time the Tennessee-Tombigbee Waterway opens its mighty locks and canals next summer, it will have provided jobs to thousands of workers along its route from Tennessee through Mississippi and Alabama to the Gulf of Mexico. Yet if it had not been for the determined efforts of a coalition of unions, many of those workers would not have had the skill training to qualify for the decent-paying jobs provided by the project's many union contractors.

Even more, the huge inland waterway, known as Tenn-Tom, might not have been built at all if it had not been for the strong backing it got from the labor movement in urging Congress over the past 12 years to provide the money needed to complete the project.

Funds voted by Congress in 1983 finally assured completion of the waterway that will cost some $1.9 billion in state and federal money overall.

The Tenn-Tom, 234 miles long, is the largest civil project ever undertaken by the U.S. Army Corps of Engineers. By means of an inland canal, it will connect the Tennessee River with Alabama's Tombigbee River which opens into the Gulf of Mexico near Mobile.

The waterway will provide the nation with a second, major navigable water route —along with the Mississippi River—for transporting goods and raw materials.

Jobs created

Among the products expected to be barged down the Tenn-Tom are at least 20 percent of the nation's 100 million tons in coal exports and a substantial amount of the 100 million tons in grain exports.

From its beginnings in the early 1970s, the project has been backed by many AFL-CIO unions as a major source of new jobs in the region both in its construction and operation.

The unions were also quick to see the Tenn-Tom as the stimulus for an array of training and employment programs that would have lasting, positive impact on local workers.

In appropriating funds for the Tenn-Tom, Congress specified that contractors would have to hire 80 percent of their labor from residents of the 55 counties in three states along the route. By 1980, at least 30 percent of those workers had to be minorities or women.

The unions in the National Joint Heavy & Highway Construction Committee agreed that without skills training, not enough local workers would be available to meet those goals. The unions in the coalition included the Operating Engineers, Laborers, Carpenters, Plasterers & Cement Masons and the unaffiliated Teamsters.

By 1973, the unions had established a national training center in Epps, Ala., and by 1977, with funding from the Labor Dept., they had launched the "Tenn-Tom Job Train," a series of training programs including many key efforts sponsored by local unions such as Operating Engineers Locals 312 and 624.

Skills taught

IUOE Education Director Reese Hammond, who was instrumental in getting the training program rolling, said that over its course, the program has trained hundreds of workers in a wide variety of building and construction crafts. And 80 percent of the trainees have been minorities and women.

As an example of the way the training programs were structured, Hammond explained, the IUOE locals provided eight weeks of instruction followed up by 26 weeks of on-the-job training.

Trainees were placed in jobs with union contractors working on Tenn- Tom projects.

Local communities reaped some important benefits of the training project as well, Hammond said, pointing out that the students, as part of their training, worked on a variety of civic projects for which no other funding was available. Such projects included a road on a college campus, a sanitary land fill, a school parking lot and grading for an industrial park needed to attract new industry.

Communities aided

"While we trained entry level operators for our contractors," Hammond said, "we made friends for our union."

Another important benefit to local communities of the union involvement in the Tenn-Tom has been improved wages and working conditions along the length of the job.

Early in the project, the unions and local civic and civil rights groups complained sharply that the Labor Dept. had set prevailing wage rates for the project so low that fair contractors paying decent wages would be shut out of bidding for contracts. As a result of the coalition's action, the department increased its predetermined wage rates, and union contractors were able to bid successfully on the Tenn-Tom's locks, dams, excavations and numerous other massive construction projects.

Hammond stressed that building trades local unions also worked cooperatively with union contractors to enable them to bid successfully on important contracts against cheap labor contractors in "notoriously open shop states."

Stage Employees convention votes to hike per capita, dues

Bal Harbour, Fla.—Delegates to the Theatrical Stage Employes convention approved a $3-increase in quarterly per capita payments along with a $3-increase in minimum quarterly dues.

Per capita payments will rise to $15 and minimum dues to $18 per quarter next Jan. 1.

The delegates applauded a call by IATSE President Walter F. Diehl for strong support of the Mondale-Ferraro ticket in the presidential race. Diehl also urged stepped-up efforts for passage of an Equal Rights Amendment to the Constitution.

The 846 delegates representing some 30 IATSE crafts heard reports on the progress of the strike by IATSE Local 720 against major Las Vegas hotels. The local struck some 30 hotels and casinos in April in a walkout that included 17,000 members of two Hotel Employees & Restaurant Employees locals and the Musicians.

While contracts have been reached with the major employers, Local 720 remains on strike against a few smaller hotels, the delegates were told.

Because of the strike, Diehl said, the union had moved its convention to Florida from its original site in Las Vegas.

More than 70 resolutions were considered by the delegates, including a measure that urged stiffer enforcement of immigration laws particularly with the influx of illegal entertainment workers.

Another resolution sharply condemned the abuse under the Reagan Administration of the nation's labor laws and the pro-employer tilt of the Reagan-appointed National Labor Relations Board. It called for a restoration of fairness which the National Labor Relations Act was intended to guarantee, and an end to the bias in the NLRB's activities.

Delegates assailed as unfair the existing federal tax structure, calling for enactment of an equitable tax package to ease the burden on workers and middle-income Americans. Delegates also voted their opposition to any scheme to tax social security benefits.

Diehl was re-elected to his sixth two-year term, and Sec.-Treas. James J. Riley to his fourth term. Ten vice presidents were also elected along with three trustees.

A series of craft caucuses were held during the five-day convention on various issues, including the impact of new technology on IATSE members in the entertainment and communications industry.

Strikers rally at New York's Presbyterian Hospital.

New demands for givebacks halt New York hospital talks

New York—The strike by 50,000 hospital workers—members of District 1199 of the Retail, Wholesale & Dept. Store Union—entered its sixth week as talks broke off for a second time with the 59 struck hospitals and nursing homes.

Negotiations collapsed after management offered a 5-percent wage increase in each year of a two-year package, but also insisted on slashing contributions to the union's benefit plan 10 percent. Union negotiators flatly rejected the "offer."

Management negotiators first insisted on a three-month delay in the second-year increase, a move that the union said would reduce the offer to just 3.9 percent—less than the 4-percent offer the union previously rejected. Management then offered the full 5-percent increase for each year, but sought to reduce the 11.4 percent contribution to the workers' benefit plan by 1.1 percent.

Snag on concessions

Although contract proposals contained key concessions from both sides—the hospitals agreeing to permit every other weekend off and the union's okaying a freeze on starting salaries for new hires, it was the demand for concessions on benefit contributions that deadlocked talks.

Bargaining between the union and management resumed on Aug. 11 after New York Gov. Mario Cuomo pressed each side to return to the table. He ordered State Health Commissioner Dr. David Axelrod to assist in achieving a quick settlement.

Cuomo said the hospitals are receiving adequate funds under the state's reimbursement system to provide a "reasonable settlement." Axelrod earlier had indicated that the hospitals could count on a 6.3-percent increase this year and 6.2-percent next year.

It was those assurances from the state that prompted the District 1199 members to reject overwhelmingly management's earlier offer of 4-percent annual increases. Union negotiators had unanimously voted not to recommend that package to the members, pointing out that the givebacks and delayed raises combined to provide an "insulting" 2.3 percent offer.

After negotiations broke off Aug. 15, the hospitals blamed the union for the failure to reach an agreement and threatened to start hiring strikebreakers unless its members returned to work.

District 1199 President Doris Turner said, "I am very sorry that the hospitals seek to excacerbate an already sensitive situation."

Turner expressed concern that management's threat to hire replacements could trigger severe reaction.

"I cannot give assurances what workers will do when someone tries to take their jobs away," she said.

Thousands of union members rallied Aug. 14 in a show of solidarity at Presbyterian Hospital, Montefiore Medical Center, Long Island College Hospital and St. John's Episcopal Hospital. They were joined by leaders of other unions, as well as Harry Van Arsdale, president of the New York City AFL-CIO, and President Ed Asner of the Screen Actors Guild.

The strikers are primarily lower-paid orderlies, technicians, nurses' aides, housekeepers and clerks.

Edgar Merkle dies at 84, printer of union journals

Edgar A. Merkle, who for nearly 30 years headed a Washington publishing firm that specialized in union newspapers and magazines, died at the age of 84.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue noted his close ties to the labor movement in a letter to his wife Kathleen. "Edgar's valuable assistance to the federation and its affiliated unions extended far beyond a strictly business relationship," they wrote.

Apart from his business role, Merkle was a leading conservationist and gave the State of Maryland a wildlife refuge that is named for him. Funeral services were held Aug. 16.

Tilts to employer side

NLRB's new majority scraps hospital policy

Continued from Page 1

makes organizing in the health care field "more difficult."

Not only did the new NLRB majority scrap a bargaining unit policy established in 1982, it offered only vague speculation as guidance to the direction the board would take in future hospital representation cases. There is a big backlog of such cases awaiting NLRB action.

The NLRB's 1982 decision in the same case sought to set guidelines for appropriate bargaining units in the health care field as well as adjudicate the Memphis Hospital's challenge to the IBEW's representation rights. The guidelines were intended to lessen the uncertainty created by conflicting interpretations of congressional intent in health care representation cases reviewed by various appellate courts.

By a 3-2 margin—with the two Reagan appointees in the minority and three Carter Administration holdovers in the majority —the NLRB identified seven "potentially appropriate" bargaining units at health care facilities. If a representation election request were received for one of these units, the NLRB would then apply the same "community of interest test" it uses in other industries.

A part of the legislative history of the 1974 hospital bargaining law indicated a desire to avoid a multiplicity of bargaining units and the guidelines took that into account—but not to the extent that hospital management had sought.

The only member of the 1982 majority still on the NLRB is Don A. Zimmerman, and he was the lone dissenter from the policy reversal.

The new majority was made up of Chairman Donald L. Dotson, Robert P. Hunter and Patricia Diaz Dennis. Dennis concurred in the reversal, but said the board should have adopted guidelines to replace the ones they scrapped.

In switching to the employer side, the new majority said there must be a "disparity of interests" greater than required in other industries to justify a separate bargaining unit in a health care institution.

It said the policy would be better defined in the case-by-case decisions the NLRB will be making rather than through new guidelines at this point.

More legislation

Zimmerman retorted that the most likely "beneficiary" of the NLRB's new position would be lawyers who would "profit from increased litigation."

An attorney for the Memphis Hospital was "well pleased" with the outcome.

IBEW President Charles Pillard termed the NLRB reversal "outrageous but not surprising. It's what we've come to expect under the Reagan Administration," he said.

The Service Employees, a union which represents large numbers of workers in the health care field, called for congressional hearings on what it regards as a flouting of the law. SEIU President John J. Sweeney said the NLRB switch "destroys 10 years of legal precedents" on appropriate bargaining units and reflects the "politically motivated" nature of the Reagan-appointed NLRB majority.

To Henry Nichols, president of the Hospital & Health Care Employees, Reagan's appointees on the NLRB have mounted "a naked political attack on hospital workers' right to organize."

Economic summit faulted for ignoring critical issues

The free world's major industrial nations failed to address pressing problems of high unemployment and lagging economic growth at their "summit meeting" last June.

That's the evaluation of a staff report prepared for the Trade Union Advisory Committee to the Organization for Economic Cooperation & Development (OECD).

The union advisory committee, of which AFL-CIO President Lane Kirkland is a vice president, has prodded the world leaders to develop an economic strategy keyed to full employment.

Instead, the report from TUAC General Sec. Kari Tapiola concludes, the OECD governments have ducked the hard questions and failed to address the problem of strengthening a very fragile and uncertain recovery.

It found in the OECD analysis of the labor market an anti-union bias, including references to trade unions as "monopolies" at a conference of finance ministers earlier this year.

Apparently, the TUAC report suggests, "the governments believe all will be well if only trade unions would renounce their fight for organization, collective bargaining rights, better working and living conditions, social legislation, health care, security of income and employment, and a say in economic policy decisions."

It stresses that by the OECD's own evaluation, the economic recovery is not likely to be self-sustaining and the forecast in fact is for unemployment to move up again in 1985 after a modest drop this year.

Experience after World War II showed that governments can cooperate to bring about economic and social progress, the report noted. The basic question now, it suggested, is whether the world's leaders can summon "the political will to do this."

Poll supports Auto Workers on content bill, contract goals

Detroit—An overwhelming majority of Americans agree that auto imports should be controlled, domestic content law should be passed, and the export of small car production should be curbed, according to a poll commissioned by the Auto Workers.

Results of the independent survey released by UAW President Owen Bieber showed that 82 percent of the people interviewed in the nationwide survey approved of the union's goals "to receive some wage and benefit increases, make quality cars at affordable prices, and keep jobs in America."

Company scheme opposed

Bieber said 84 percent of those questioned opposed the auto companies' plans to move production of small cars out of the United States and into nations overseas for import into the country even if it meant lower prices. Sixty-six percent said they were "strongly opposed" to such action.

"By a three-to-one margin," Bieber pointed out, "people agree that America's economic health depends on the automobile industry," since so many jobs are related to auto production.

Two-thirds of the public "feel threatened" by the shift of basic U.S. industry out of the country and "worry that it will have considerable impact on them personally," Bieber said in releasing the results.

The poll was conducted for the union by James Lauer & Associates, an Alexandria, Va. firm, which interviewed a national cross-section of 1,515 adults in June.

The results also showed that 70 percent of Americans believe that voluntary restrictions on Japanese car imports should be continued.

Seventy-three percent agreed that Congress should enact domestic content legislation requiring all imported cars to have a specific percentage of U.S.-made components.

The UAW commissioned the poll as part of its planning for a nationwide television advertising campaign that will outline the union's goals in negotiations for new contracts with Ford Motor Co. and General Motors Corp. Current pacts expire Sept. 14.

Pilots win first contract for 150 at Comair, Inc.

Cincinnati—The Air Line Pilots signed its first agreement with Comair, Inc., a regional airline that employs 150 pilots.

ALPA was certified as the bargaining agent for the unit in June 1983. The new 30-month contract provides wage increases, profit-sharing, a stock purchase plan and limits flying time to 110 hours a month, the union said.

EDITORIALS

Until All Workers Are Free

A speech that Rep. Don Pease (D-Ohio) made on the floor of the House last week deserves a wider audience. These are some of the things he said:

LABOR RIGHTS and unions are essential to the promotion of social justice and to the safeguarding of human freedom in any society.

For decades, the U.S. foreign aid program has sought with mixed results to further economic development and growth in Third World countries. We have witnessed some countries making real progress toward industrialization, only to find more of their people trapped in hunger and poverty.

We have learned that for development to be effective, it must benefit the broadest sectors of the population.

The capacity to form unions and to bargain collectively to achieve higher wages and safer, healthier working conditions is essential to overcome hunger and poverty.

Denial of labor rights in Third World countries tends to perpetuate poverty, to limit the benefits of economic development and growth to narrow, privileged elites, and to sow the seeds of social instability and political rebellion. Anti-labor policies may, in the short run, profit companies that use cheap labor to produce low-priced goods for export to the United States.

ECHOING THE VOICES of those who opposed the enactment of minimum wage laws in the United States, some corporate apologists now argue that many workers in developing countries are far better off working for $1 a day than they would be not working at all.

This sort of blatant exploitation of cheap labor undermines the development of self-reliant local economies in much of the Third World. It is just as true overseas as it is here at home that putting spending money in the pockets of working people creates increased demand for goods and services, which creates jobs.

The tremendous disparity in labor rights, and the absence of those rights for most workers in other countries, is a growing factor in the competitive decline of many of our basic industries like steel, shipbuilding, and auto production as well as in less-skill intensive industries like footwear, textiles, and electronics.

The threat by American-based multinational corporations to transfer domestic production and jobs from the United States to other countries in which there are no labor rights every day becomes a more common ploy to force American workers to relinquish legitimate benefits won through hardship and struggle.

Similarly, the same threats are effectively used by American-based multinational corporations to undercut the rights of workers in developing countries. These global corporations, accountable to nobody, often threaten to leave some Third World countries and to move elsewhere in order to pressure workers to accept sub-standard working conditions and very low wages.

IN THE 1980s and beyond, capital and technology will continue to be moved around the world without regard to national boundaries, while workers remain stationary and bound by national laws and personal allegiance. These economic facts of life fuel an escalating trend in global production that undercuts the rights of all workers. They combine to diminish American workers' rights to the lowest common international denominator.

Numerous American industries and unions understandably and properly continue to protest unfair trade subsidies and the "dumping" of low-priced foreign goods into the American market.

The same outcry should be heard in protest of "social dumping"—unfair competition from foreign workers whose low wage scales result from them being denied the free exercise of basic labor rights.

The rights of American workers will be more secure and U.S. industrial health will be more effectively advanced by a positive, aggressive, coordinated strategy to extend labor rights to workers in all of the countries with which we must compete.

No worker is free until all workers are free.

Washington Window

Soaring Reagan deficits pose new economic crisis

By Press Associates, Inc.

The federal deficit has become a hot topic of political conversation.

Deficits used to be something Republicans chided Democrats about. Democrats beginning with FDR countered that deficits weren't necessarily bad—that temporary deficit spending to pump prime the economy out of a recession was a good thing.

Ronald Reagan often talked about the evils of deficits before he became President. He attacked President Carter for his 1980 recession-year deficit of $60 billion and promised, if elected, to balance the budget by 1983.

But by 1983, the Reagan deficit had soared to a record $195 billion. In this year of "recovery," it's still running at a sky-high $172 billion.

These days, however, President Reagan tries to avoid talking about deficits or tells people not to be overly concerned, and that his "recovery" will take care of things.

The nonpartisan Congressional Budget Office (CBO) recently projected that the Reagan deficits, unless revenues are raised and spending is cut, will continue to grow for the rest of the decade, mushrooming to $263 billion by 1989.

CBO Director Rudolph Penner, a conservative Republican economist, told reporters that if this trend is not reversed, "there is a severe danger that deficits would run away from us."

Taking their toll

The Reagan deficits already are taking their toll, Penner said. They have kept real, inflation-adjusted interest rates at "extraordinarily" high levels. The CBO predicted that these high rates will slow economic growth for the rest of the year and to 2.8 percent in 1985, about half this year's estimated rate. Lower growth rates, of course, mean longer unemployment lines.

Penner noted that the deficits were forcing huge Treasury borrowings which soak up the savings otherwise available for job-producing capital investment.

The Reagan deficits are different from those in the past not only in their size, but because they don't shrink as the business cycle turns up and adds revenue to the Treasury.

Thus the Reagan revenue gap is a new phenomenon which Penner and other economists call "structural deficits." The main reason is that the interest which the government must pay on its borrowings to finance the deficit has been growing even faster than the deficit itself.

It's a vicious cycle of high interest rates and big government borrowings feeding each other.

These interest payments on the federal debt are a built-in, uncontrollable expense which this year will reach $110 billion, more than twice the 1980 level. That's more than half this year's total deficit. It's about $300 million every day of the year.

Ballooning payments

This cost of servicing the national debt could soon account for the entire federal deficit. Under Reagan, the debt has ballooned from $1 trillion to $1.5 trillion. By 1989, the CBO predicts it will rise to over $3 trillion under the current Reagan tax and spending program. The CBO projects interest on the debt to reach $214 billion by 1989.

As one way of looking at it, the increase in annual interest payments on the federal debt since Reagan took office exceeds all the annual "savings" from the Reagan cuts in health, education, welfare and social service programs.

Walter Mondale wasn't exaggerating when he recently called the deficits "appalling" and "obscene" and "a trapdoor under our economy." Mondale has pledged to cut the deficit by two-thirds by the end of his term, if elected, and to achieve this by means including equitable tax increases and reduced growth in defense spending.

Reagan and Vice President George Bush, meanwhile, have been engaged in well-publicized double-talk and waffling on the question of tax hikes.

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Platform draft bears dogma of GOP right

Dallas—Long-festering differences between far-right ideologues and more realistic conservatives erupted on the eve of the Republican national convention here.

A platform-drafting committee sought to paint President Reagan into a right-wing corner by holding him tightly to a "no tax increase" pledge that the White House is trying to hedge.

The dispute kept alive the questions of presidential credibility and competence that have dogged Reagan ever since Democratic candidate Walter F. Mondale challenged him to make his tax intentions public.

Reagan waffled on the issue in various responses. When Vice President Bush insisted that the President was still keeping all options open despite Reagan's disavowal, White House aides mounted a rescue operation.

Verbal illusion

They gave reporters a written document that was supposed to represent questions asked by Larry Speakes, the White House press aide, and Reagan's responses. The gist was that what appeared to be contradictions really weren't.

As Bush explained to a reporter, "Since there isn't any difference, it is straightened out, and I see no political damage."

In Dallas, the remnants of what was once the Republican mainstream fought a losing battle.

Four years ago, for the first time, the Republican Party failed to endorse the Equal Rights Amendment for women. This time around, a lone member of a drafting subcommittee proposed support for ERA. The motion died for lack of a second.

The same dominant group that sought to bar any tax increase, no matter how huge the budget deficit, wrote into the platform draft language calling for a constitutional convention if Congress does not adopt an amendment mandating a balanced budget.

Still another economic plank called for an end to taxation of income from interest and sought further windfalls for the wealthy by calling for an end to graduated income taxes.

The drafting panel recommendations are still subject to modification by the full Platform Committee.

Rep. Jim Leach (R-Iowa), a mainstream Republican, warned that the right-wing platform language would hurt Republican candidates "in most parts of America."

Victim of Labor Board backlog easy target for anti-union boss

President Reagan's pro-management appointees to the National Labor Relations Board and staffing cuts that created huge case backlogs have dramatically altered the role of the NLRB as enforcer of labor law.

Employers can openly defy laws designed to protect workers' rights to organize and bargain collectively, knowing they'll receive at most a belated slap on the wrist from the labor board. Anti-union employers have taken Reagan's cue to crack down on active unionists with impunity.

One victim is Barbara Coker, a respiratory therapist at the Oak Ridge Medical Center in Tennessee. Fired for joining Service Employees Local 150T in August 1980, she got her job back three months later when the hospital negotiated a settlement with the NLRB out of court.

But two years later, with Reagan's anti-union policies in full bloom, the hospital laid off two workers—Coker, who was now shop steward, and assistant steward Ken Provance.

"They said it was because of lack of work, but we knew it was because of union activity," Coker said. "They violated our contract by not laying off according to seniority, so we knew we'd win."

Full of optimism, the pair filed charges with the NLRB. Then came

Barbara Coker

the foot-dragging. It took eight months for an administrative law judge to hear both sides. It took another eight months to receive his ruling: the hospital must rehire the union members with full back pay.

The hospital refused to comply and filed an appeal, which took the board another 10 months to reject. Coker had written the board every week begging for a decision that would finally send her back to work.

"If these laws are supposed to protect the people, why does each step take so long?" Coker asks in disgust.

Appealing to her senator, she learned the Atlanta labor board has a backlog of hundreds of cases awaiting decisions —but a government hiring freeze has left it shortstaffed.

In June the hospital finally reinstated her—only to lay her off four days later, supposedly because of cutbacks.

"Four days' work in 2½ years — this is killing me," she exclaimed.

"Here it is August and I still don't have my back pay or my job," Coker said. "The labor board has done nothing. The compliance officer has a backlog of 300 cases. Going to appeals court would take another year."

Coker can't even draw full unemployment benefits from the June layoff because the amount is based on the previous year's earnings—which the hospital has yet to pay. She has filed a protest.

"The government is helping employers and big business starve out the little man that the laws were supposed to protect," Coker stressed. She has filed a civil suit against the hospital for damage it has done to her career and family.

And she has filed one other document: Barbara Coker has registered to vote.

"We've got to get Reagan out of there. He cares nothing for the ordinary worker."

Productivity gain not shared with workers or consumers

Continued from Page 1

Gains were also posted in the household appliance industry, up 17.6 percent on 27.4 percent increased output and an 8.4 percent increase in employee hours.

The BLS survey showed that the largest productivity declines were sustained by the machine tools industry, down 29.9 percent from 1982 to 1983.

In transportation and utilities, productivity was up 17.9 percent in railroads and up 9.9 percent in air transportation.

Electric utilities posted the first productivity gain since 1977, an increase of 1.7 percent, but gas utilities had a decline of 8.1 percent. Telephone communications had a gain of 12.7 percent.

Productivity in the retail food store industry was up two-tenths of 1 percent, and it increased 1.1 percent among apparel and accessory stores. Productivity was up 2.4 percent in eating and drinking places and up seven-tenths of a percent in the hotel, motel industry.

BLS pointed out that in a number of industries, productivity percentage gains were due to decreased employee hours.

Coal mining, for example, posted a productivity gain of 13.9 percent based on a drop in output of 6.4 percent and a steep 17.7-percent decline in hours. A similar scenario applied to copper mining, where productivity increased 10.8 percent because hours dropped more sharply than output.

Bank failures at highest level since depression

It's only August, but more banks have failed so far this year than in all of 1983, guaranteeing that this will be the worst year for bank collapses since the Great Depression.

According to federal banking agencies, 49 banks have bitten the dust to date, one more than last year's total of 48. The 1983 total was the highest since the 60 failures posted in 1939.

In addition, the Federal Deposit Insurance Corp. reported, a record 721 banks are in shaky enough circumstances to be put on the agency's list of troubled banks, earning them closer government monitoring. The FDIC said there were 542 banks on that list at the end of 1983.

Study finds Reagan's policies hurt all but rich

Reagan policies have hurt middle- and lower-income Americans over the last three years and will even jeopardize their chances for improvements in the standard of living in the foreseeable future, a study conducted by Urban Institute found.

In an analysis of President Reagan's term, the institute concluded that his economic and social policies widened the gap between the rich and poor, did almost nothing to improve the standard of living of the middle class, and in an attempt to control inflation, caused a deep recession, worse than might have occurred had those policies not been in place.

The institute said that the huge federal budget deficits that will be the legacy of the Reagan years could chill the standard of living of middle- and low-income Americans well into the future.

The Urban Institute is a nonpartisan, public public policy research organization chaired by Carla A. Hills, who was secretary of Housing & Urban Development Dept. in the Ford Administration. The report was edited by economists John L. Palmer and Isabel V. Sawhill, and it contains chapters prepared about 150 analysts.

The 412-page report, titled the Reagan Record, looks at the Administration's track record on such issues as the economy, the budget, social policy, businesses, family income, natural resources and the environment, federalism, and non-profit organizations and how it has governed.

In its overview of family income, the report points out that "the failure of the Administration's supply-side initiatives to immediately revive the economy means that standards of living improved little between 1980 and 1984," except for the affluent.

Real disposable income for families fell in 1981 and 1982 before posting only slight gains in 1983 and 1984.

But even the small gains in income were not shared.

Poor much poorer

Since 1980, the report said, the real disposable income of the poorest one-fifth of all families declined nearly 8 percent, while that of the top fifth rose almost 9 percent. The income of the typical middle-class family grew by a scant 1 percent.

The institute pointed out that because of "underlying economic and demographic trends" some of this widening of income distribution might have taken place anyway. "But the particular tax and benefit reductions that President Reagan supported exacerbated the trend.

"His policies helped the affluent, but were detrimental to the poor and middle class," the institute's report concluded.

Those policies contributed to a transfer of disposable income of some $25 billion overall from middle- and low-income families to those in the highest brackets, or an extra $2,000 per wealthier family, the report said.

The report predicted that even if the nation's gross national product grows briskly over the next several years, that growth "will not necessarily translate into equivalent gains in standards of living" because the huge deficits will require changes in taxes and benefit programs that will affect incomes.

How those deficit questions are resolved —particularly in how equally both the deficit reduction measures and economic growth are shared across the income groups—will influence "who is better off" by the end of the decade, the institute said.

In other major findings, the report said that the Reagan Administration's tax cuts were designed with "economic growth, not equity, in mind," and acted to provide "the greater benefits to higher-income families."

The Administration's position that tax cuts would stimulate savings and fuel investment has produced no results, the institute said.

Meanwhile, federal taxes on businesses declined dramatically under Reagan from about 33 percent of a corporation's gross revenues in 1980 to 15.8 percent in 1982, the report showed. If Congress had not acted to take back some of the more outrageous business tax giveaways, the federal revenue loss would be even worse.

Regulatory aim

The study found that the Administration's regulatory policies emphasized productivity over the protection of health, safety, civil rights and the environment.

And in its philosophical interest in growth, productivity and "self-sufficiency," the Administration might have been expected to give some emphasis to human programs such as education, training, employment, health and social services. But instead, "these were the very programs in which the Administration generally proposed the deepest cuts" with no effort to distinguish between those ripe for cutting and those running along efficiently.

"Given his way," the institute concluded, "the President would have eradicated most of the hallmarks of the Great Society and would have shrunk social insurance programs to a scope approximating their New Deal origins." Only action by Congress and the courts have "moderated" those intentions.

Mondale rouses General Board with vow of fighting campaign

AFL-CIO news

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All-out effort aims for big labor turnout

By John M. Barry

Denver—Walter F. Mondale came back for a return visit with the AFL-CIO, this time as the Democratic candidate for President, to thank the federation for supporting his battle for the nomination and to promise a fighting campaign to win the election.

The AFL-CIO General Board welcomed Mondale with a warm standing ovation and cheers of "We want Fritz!" The board reaffirmed the federation's commitment to Mondale's candidacy and pledged between now and election day "to do all that needs to be done to carry out our commitment."

The candidate's appearance before the General Board came just a month after his nomination at the San Francisco Democratic convention and 10½ months after he addressed the federation's 1983 convention. It was that convention, acting on the overwhelming recommendation of the General Board, which broke with tradition to give the AFL-CIO's endorsement to Mondale in advance of the party primaries and caucuses.

Union support

In welcoming Mondale, AFL-CIO President Lane Kirkland expressed pride at the federation's success in building support for the former Vice President among union members, but he stressed:

"You won the nomination the old-fashioned way—you earned it."

Kirkland told Mondale that the federation "enthusiastically" supports his choice of Rep. Geraldine Ferraro as his running mate. He noted that moments before Mondale's arrival, the General Board had unanimously approved a resolution pledging an all-out effort in support of the Mondale-Ferraro ticket.

"We know the importance of this election," Kirkland said, "and we plan to take our message to every trade unionist and every trade union family between now and Nov. 6. On that day, we expect more trade union members and their families to go to the polls than ever before."

In response, Mondale observed that "none of us here has any illusions" about the campaign ahead.

"It's going to be tough. But if this year proves anything," he said, "it's that I know what it means to come from behind. I know what it is to reach inside to find strength and to reach outside for help and to cross the finish line as a winner."

Continued on Page 2

Bloated profits dwarf meager pay increases

Corporate profits in the April-June quarter climbed 25 percent above the similar period of 1983, the government reported, far outstripping workers' earnings over the same span.

In its preliminary estimate of corporate earnings, the Commerce Dept. said that after-tax book profits posted a seasonally adjusted annual rate of $152.9 billion during the second quarter. This compared with a rate of $123.4 billion in the second quarter of 1983.

For the first half of 1984, profits were up at a seasonally adjusted rate of $151.8 billion, or 34.3 percent above the $113-billion rate for the first half of 1983.

Meanwhile, wage gains lagged far behind the profits rise.

Payoff of Reaganomics

"The 25-percent increase in corporate profits during the second quarter of this year is another example of how corporations benefit from Reagan economic policies," AFL-CIO Research Director Rudy Oswald charged.

"The profits of corporations have increased rapidly at the same time that corporations continue to squeeze workers, demanding givebacks, and other attacks on unions," Oswald said. "The gains from increased profits and rising productivity are not being shared with workers."

The federation's Dept. of Economic Research noted that wages and benefits combined rose only 5.4 percent over the year-ago quarter, or one-fifth the rate of profits increase.

The rise in after-tax book profits from the first to the second quarter of 1984,

Continued on Page 6

Democratic Presidential Candidate Walter Mondale acknowledges enthusiastic welcome at the AFL-CIO General Board meeting in Denver.

Council warns 'recovery' leaves workers stranded

Denver—The current economic "recovery" may be good news for Wall Street investors, but it's leaving behind "the average American working man and woman struggling to earn a decent living," the AFL-CIO Executive Council declared.

In a statement adopted at its summer meeting here, the council reviewed the condition of the American economy after 3½ years of President Reagan's economic policies and found it dangerously out of balance.

Unemployment is on the rise again with two million more workers jobless now than in 1979, the council pointed out, while corporate profits are posting sharp increases and executives' salaries and bonuses "have reached scandalous levels." The statement noted that last year at least 38 business executives had salaries above $1 million and 18 had salaries of more than $2 million.

"The gap is widening between those who have much—the rich, the powerful and the privileged—and the low- and middle-income Americans who do not get a fair share of the nation's wealth," the council declared.

In another major action, the council elected Steelworkers President Lynn Williams to fill the vice presidency made vacant by the death last November of Lloyd McBride, Williams's predecessor as head of the USWA.

The council paid tribute to another former member who died recently, Joseph D.

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MEMO FROM COPE

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Platform steamroller

GOP's dogmatic right prevails

By David L. Perlman

President Reagan and Vice President Bush will run for re-election on a platform shaped by the extreme right wing of an already highly conservative Republican Party.

As approved with only a handful of dissents at the Dallas convention, the platform combines the radical economic theories of the so-called "populist conservatives" with the social doctrines of Rev. Jerry Falwell's Moral Majority organization.

In the face of huge budget deficits, the Republican platform draws a rigid line against any tax increase. The White House had sought some "wiggle room" for President Reagan to get out from under his "no tax increase" pledge if he is re-elected. But the platform writers refused to compromise.

The President, nevertheless, was described as "very comfortable" with the end result.

For the future, the platform calls for still further tax cuts and looks to elimination of all taxes on dividend income. It praises the concept of a "flat tax" which would tax all incomes at the same rate. This would supposedly restore "incentives" for people to work harder and earn more money.

Anti-worker bent

For workers, the Republican platform reaffirms "support for the right of states to enact 'right-to-work' laws" that prohibit union shops.

It ignores a number of recommendations of the Republican National Committee's labor advisory panel, which was intended to give unions an input in the shaping of the platform. But it promises that the Reagan Administration will continue an "open-door policy toward organized labor and its leaders."

The platform cites "arbitrary minimum wage rates" as among the "federal statutes that keep Americans out of the workforce" and calls for enactment of a subminimum "youth opportunity wage."

It demands "repeal of prohibitions against household manufacturing," which courts have held necessary to protect federal wage-hour standards. "Restrictions on work in the home are intolerable intrusions into our private lives," the platform asserts.

Under President Reagan, the platform boasts, "runaway agencies like OSHA were reined in."

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8/25/84

Newly elected Vice President Lynn Williams is welcomed to AFL-CIO Executive Council by President Kirkland, Sec.-Treas. Donahue.

Steelworkers' Lynn Williams elected to Executive Council

Denver — Steelworkers President Lynn R. Williams was elected a member of the Executive Council to replace his predecessor, Lloyd McBride, who died last November.

Williams was elected head of the Steelworkers in a special election last March and officially installed in June. He had served as acting temporary president after McBride's death.

Williams, who is 60, will complete McBride's four-year term ending Mar. 1, 1986. He is the fifth international president of the USWA, one of the largest industrial unions in North America.

Williams has been a member of the Steelworkers since 1947 when he joined Local 2900 at the John Inglis plant in Toronto.

He became convinced that "trade unionism is a much more effective way to work at social needs and objectives than any other," and subsequently took a union organizing job with the Canadian Congress of Labor, the forerunner of the present Canadian Labor Congress.

A native of Springfield, Ont., Williams joined the USWA staff in 1956 and was assigned to the Niagara Peninsula, where he was named area supervisor. He was transferred to the union's District 6 office in Toronto in 1965 and elected district director in 1974 before becoming international secretary in 1977.

Williams is a graduate of McMaster University in Hamilton, Ont. He served in the Navy during World War II.

A member of several boards and commissions, Williams recently was named to the Steel Tripartite Advisory Committee of the Departments of Commerce and Labor, which is seeking solutions to problems confronting the steel industry. He is a member of the AFL-CIO Industrial Union Dept. executive board.

Council sets guidelines on performers' services

Denver — AFL-CIO affiliated involved in promoting events that use the free services of actors should find out from the sponsoring organizations whether they have obtained Theater Authority clearance, the Executive Council said.

The Theater Authority is a nonprofit agency that various unions of performing artists have designated to determine whether a specific event justifies the use of donated services. The clearance procedure avoids exploitation of artists and a small fee paid to the authority helps sustain the emergency welfare funds of participating unions.

A resolution to this effect was supported in principle at the last AFL-CIO convention and referred to the Executive Council for further consideration. The council approved it as amended by its Referred Resolutions Committee.

Among union members

General Board spurs all-out election effort

Continued from Page 1

He remarked that as he moved through the General Board audience toward the podium, accompanied by Mrs. Mondale and by Sen. Gary Hart of Colorado, his chief rival in the primaries and caucuses, he had recognized many old friends and allies from previous political battles.

"We've been together for years," Mondale said. "I know the potential in this room. I know the decency in this room. I know what you want for our country, and this is a strength we need to tap again for our country, and I will do it as President of the United States."

The General Board resolution, introduced by Sec.-Treas. Thomas R. Donahue, recalled the words of the endorsement resolution approved by last year's AFL-CIO convention that Mondale "has earned special esteem as an eloquent spokesman for the concerns of working people."

"That special esteem," the board said, "rests on shared principles, a common vision of social justice, and a joint determination to do the hard work necessary to create a future for America worthy of its past."

Ferraro hailed

The resolution hailed Mondale's decision "to name the right woman to the right position" in choosing Ferraro as the vice presidential candidate, and it continued:

"The AFL-CIO therefore pledges to get the facts to every trade union member and trade union family demonstrating why Walter F. Mondale and Geraldine Ferraro are the candidates for President and Vice President who best represent the aspirations of America's working men and women. We also pledge to make every effort to register trade unionists and their families and to have them go to the polls in the greatest possible numbers."

Some two dozen expressions of support for the resolution—from local and state central body leaders as well as national union officers and Executive Council members—made clear the urgency with which trade unionists look to the coming election.

They hammered home the points and developed the basic themes that Kirkland had addressed in his opening speech and which Mondale expanded on—the need to restore fairness to American society, to reverse the Reagan policies that benefit the rich at the expense of the poor and the middle class, to bring the economy back into balance through job-creating programs, and to work for a future of peace and prosperity.

Kirkland sharply attacked the performance of President Reagan during the three and a half years of his Administration, charging that he has divided America, setting "men against women, young against old, the jobless against the employed, the poor against the near-poor, and blacks against whites against browns."

If Reagan did this in his first term, "imagine what he might do in a second, unrestrained by another election," Kirkland observed. He urged his audience to consider what the NLRB would be like in a second Reagan term, the prospect of five new Reagan appointees to the Supreme Court, another Reagan tax bill.

"We are fated to live in a dangerous world," Kirkland said, "and the next four years may well be the most perilous that we have ever faced as a nation. We need a President who does not regard this circumstance as a fit subject for frivolity.

"Mr. Reagan's idea of humor when he goes off the cuff or off the record, is to announce a nuclear attack on the Soviet Union. Those who travel by commercial airline know that the average man would be dragged off a plane in handcuffs for making such a little joke about bombs. But for Reagan that is just another moonbeam from Cloudland."

Mondale, too, touched on the President's open-microphone "joke," and observed:

"He thought it was funny, but I don't think nuclear war is a joke."

No progress

He noted that Reagan is the only President since World War II—Democratic or Republican—who has not made some progress toward arms limitations in talks with the Soviet Union.

"Reagan has negotiated nothing, signed nothing and offered nothing except Star Wars," Mondale charged.

He called the election "a referendum on our future, a future that holds the door open to our children, and whether we're going to have any future at all."

"The American people know the difference between salesmanship and leadership," Mondale said. "We're going to tell the truth. We're going to press him for debates. We're going to deliver the message of a world that can be safer, a nation that can be more competitive, a society that can be fairer and a future with more hope."

A time when Reagan had real concern for workers

Denver—Ronald Reagan had 'em rolling in the aisles at the AFL-CIO General Board meeting. But not by design.

The laughter was provoked by a tape-recording of some of Reagan's views at a time when he hung around with fellow union members instead of millionaires.

The transcription was resurrected from the archives of the Ladies' Garment Workers by ILG President Sol C. Chaikin and played for the General Board. It was made for the ILG campaign committee on behalf of Truman and Barkley in 1948. Reagan, then president of the Screen Actors, made the comments while introducing Hubert H. Humphrey, who was making his first run for the Senate. Here are some excerpts.

This is Ronald Reagan speaking to you from Hollywood. You know me as a motion picture actor. But tonight I'm just a citizen, pretty concerned about the national election next month and more than a little impatient with those promises the Republicans made before they got control of Congress a couple of years ago.

I remember listening to the radio on election night in 1946. Joseph Martin, the Republican Speaker of the House, said very solemnly, and I quote: "We Republicans intend to work for a real increase in income for everybody by encouraging more production and lower prices without impairing wages or working conditions."

Remember that promise: a real increase in income for everybody. But what actually happened?

The profits of corporations have doubled while workers' wages have increased by only one quarter. In other words, profits have gone up four times as much as wages, and the small increase workers did receive was more than eaten up by rising prices, which have also bored into their savings.

The Republican promises sounded pretty good in 1946. But what has happened since then—since the 80th Congress took over?

- Prices have climbed to the highest level in history, although the death of the OPA was supposed to bring prices down through "the natural process of free competition."
- Labor has been handcuffed by the vicious Taft-Hartley law.
- Social security benefits have been snatched away from almost a million workers by the Gerhardt bill.
- Fair employment practices, which had worked so well during wartime, have been abandoned.
- Veterans' pleas for low-cost homes have been ignored.
- Tax reduction bills have been passed to benefit the higher-income brackets alone.
- In the false name of economy, millions of children have been deprived of milk once provided through the Federal School Lunch Program.

This was the payoff of the Republicans' promise. And this is why we must have new faces in the Congress of the United States—Democratic faces.

This is why we must elect not only President Truman, but also men like Mayor Hubert Humphrey of Minneapolis, the Democratic candidate for senator from Minnesota. Mayor Humphrey, at 37, is one of the ablest men in public life. He's running against Joe Ball, who is a member of the Senate Labor Committee and helped write the Taft-Hartley law.

Mayor Humphrey and Ball are the symbols of the political battle going on in America today. While Ball is the banner carrier for Wall Street, Mayor Humphrey is fighting for all the principles advocated by President Truman—for adequate low-cost housing, for civil rights, for prices people can afford to pay, and for a labor movement freed of the Taft-Hartley law.

I take great pride in presenting my friend from Minneapolis, Mayor Hubert H. Humphrey, candidate for United States senator.

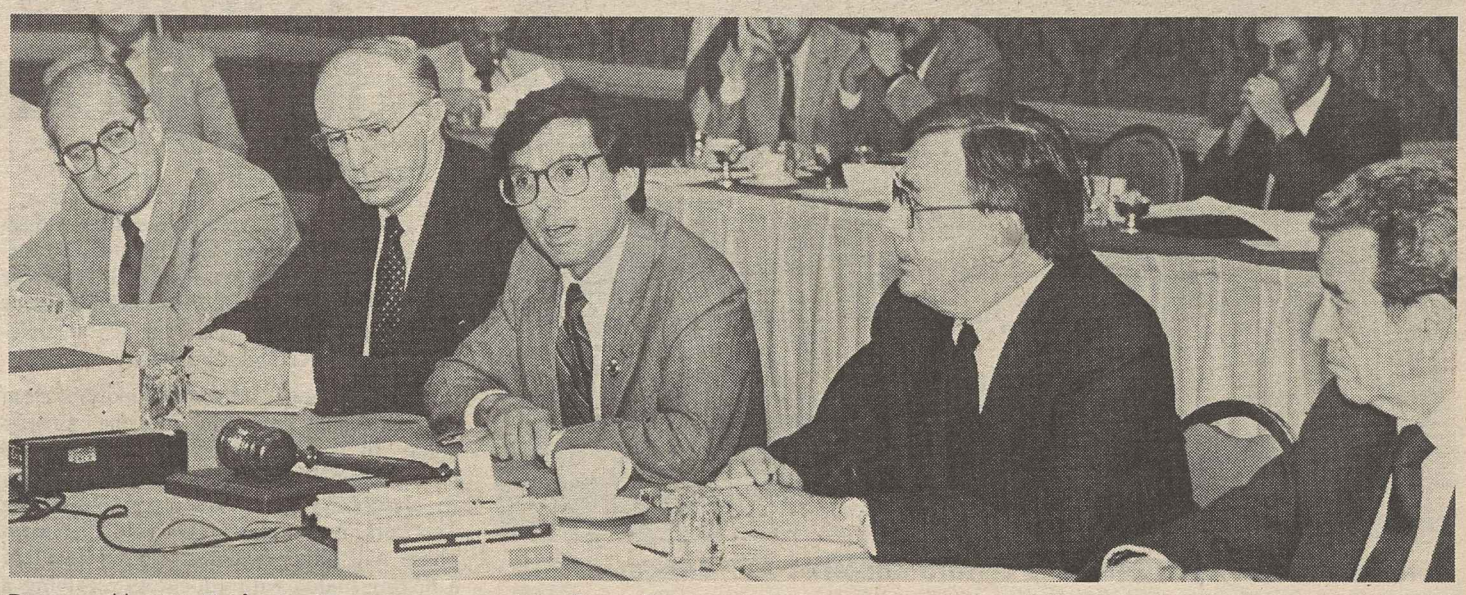
Council warns of one-sided recovery

Continued from Page 1

Keenan, retired secretary of the Electrical Workers. A council statement cited Keenan's 53 years of service to the labor movement, noting particularly his early encouragement of full political participation by union members and their families.

Politics absorbed much of the council's attention during the first day of the meeting, which opened the day after the General Board's action reaffirming the federation's commitment to the Mondale-Ferraro Democratic presidential ticket.

Federation President Lane Kirkland reported on developments at the Democratic convention and on the role of the 801 AFL-CIO members who took part in the convention as delegates and alternates supporting Walter Mondale. COPE Director John Perkins discussed plans for the all-out effort to see that all trade unionists and members of their families are registered to vote and get to the polls in November. And Vice President Frederick O'Neal reported on the specific program of United Black Labor for '84 to focus on the registration of black union members.



Denver Mayor Federico Pena, center, describes devastating impact on cities of Reagan program cuts.

Plight of cities

At its opening session, the council met with Denver's Democratic mayor, Federico Pena, who expressed appreciation for organized labor's support and detailed the social and economic woes that are besetting cities like Denver as a result of Reagan's sharp cuts in assistance programs.

Another visitor was Andre Vanden Broucke, president of the Belgian Federation of Labor and a member of the executive board of the International Confederation of Free Trade Unions. Vanden Broucke discussed the current campaign of European labor to cut the standard workweek to 35 hours to reduce high rates of unemployment.

The council also heard a report by the Steelworkers' Williams on the current state of the strike at Phelps Dodge copper mines and smelters by a 13-union coalition led by the USWA. Williams described plans for a corporate campaign to force the company back to the bargaining table and counter its efforts to decertify the unions.

Laurence Gold, whose appointment as the federation's general counsel was announced by AFL-CIO President Lane Kirkland earlier in the meeting, reported on the anti-union trend of the National Labor Relations Board as exemplified by several recent NLRB decisions. He also cited the growing backlog of cases of various types awaiting board rulings.

Focus on issues

The council was given a preview of several of the television spots and the five-minute film produced by the Labor Institute of Public Affairs that will be featured in an AFL-CIO television campaign this fall. The spots will focus on national issues of critical importance to workers and their unions. The anthem that forms the theme for the series, titled "Stand with Us, America," also was played for the General Board meeting.

In other policy actions detailed elsewhere in this issue, the council:

● Called for full trade union support of the 50,000 New York City hospital strikers, members of District 1199 of the Retail, Wholesale & Dept. Store Union, in their fight for new contracts that will preserve benefits and jobs.

● Denounced the hard-line bargaining tactics of the U.S. Postal Service and pledged strong support of the postal unions in their efforts to negotiate fair and decent contract renewals.

● Condemned the anti-union actions of a number of maritime employers who are refusing to bargain with licensed personnel through their AFL-CIO unions, contending that licensed personnel are supervisors who can be fired for union activity.

● Endorsed consumer boycotts initiated by the Auto Workers against Schwinn bicycles and A.P. auto parts and by the Steelworkers against Hess Oil Co. products.

Deficit time bomb

In its statement on the national economy, the council charged that the huge Reagan budget deficits of more than $170 billion for 1984 and projected at $200 billion a year for the next five years—are a ticking "time bomb." It pointed out that interest payments on the national debt now consume a third of all individual income tax payments.

One result of the gigantic deficits is the highest real interest rates that the nation has encountered in this century. These rates have already sent the housing industry into another decline and "threaten to bring another recession before America can fully recover from the effects of the first Reagan recession," the council said.

It particularly denounced Reagan's tax policies, charging that for 3½ years the Administration "has victimized working men and women through a massive transfer of wealth and income away from low- and middle-income Americans and into the pockets of the wealthy. The last Reagan tax program weighted the scales of the tax system heavily against working people, and the next Reagan tax plan can be expected to follow the same pattern."

At his news conference on the opening day of the council meeting, Kirkland rejected a suggestion that workers bearing an unfair share of the tax burden might have difficulty understanding Walter Mondale's position on the need for a tax increase.

"Our people understand quite fully the price of civilization and the price of a decent and just and progressive society," Kirkland declared. "Those costs have to be paid, and our people bear their fair share of that burden without complaining. Their concern is with the fairness of it and with the fact that we cannot have a strong society unless all elements of that society bear an equitable share of the burden."

Workers, Kirkland said, are deeply concerned that under the Reagan Administration's policies, the most prosperous and privileged individuals and groups — those who have benefited the most "from the fruits of a free society"—are paying so little of the cost and carrying so relatively small a share of the burden.

"With this big deficit," he said, "the real choice is not between paying taxes or not paying taxes; the choice is between paying taxes to your country, for the betterment of your country, or paying taxes to the banks in the form of high interest rates."

Kirkland called high interest rates "the worst form of taxation, the cruelest form of taxation, the most regressive and unfair form of taxation. Because it's a form of taxation which, in the case of the rich, is paid for partly—subsidized partly—by the government because it can be deducted. So the richer you are, the less you pay in the form of interest rates. The poorer you are, the higher the effective rates you pay."

As is the practice at the August meeting, the council received the annual reports of the AFL-CIO's constitutional departments —Building & Construction Trades, Food & Allied Service Trades, Industrial Union, Maritime Trades, Metal Trades, Professional Employees, Public Employee and Union Label & Service Trades.

Committee reports were represented by Sec.-Treas. Thomas R. Donahue on finances and on the future of work, and by Vice Presidents Gerald W. McEntee, federal budget; Charles H. Pillard, housing; John H. Lyons, pension fund investment; Wayne E. Glenn, state and local central bodies, and Sol C. Chaikin on the Higher Education Council.

Staff reports

In addition, the council received staff reports from Economic Research Director Rudy Oswald, Legislative Director Ray Denison, Organizing Director Alan Kistler, International Affairs Director Irving Brown, and John Evans, chief executive officer of the Housing Investment Trust.

Contributions were approved to the following organizations: People for the American Way, United Negro College Fund, League for Industrial Democracy, Working Women, Citizens for Tax Justice, Citizen/Labor Energy Coalition, NAACP, Girls' Clubs of America, National Emergency Coalition for Haitian Refugees, Jewish Labor Committee, National Planning Association, and the Center for the Study of Welfare Policy.

The next meeting of the Executive Council is scheduled for Feb. 18-22, 1985, at Bal Harbour, Fla.

New York hospital workers backed in seven-week strike

Denver—The struggle of the 50,000 striking hospital workers, members of District 1199 of the Retail, Wholesale & Dept. Store Union, against 59 hospitals and nursing homes has the full support of the AFL-CIO and its affiliates.

The Executive Council, in a statement, urged all union members "to support their brothers and sisters at the New York hospitals until a just and equitable solution is reached."

Meanwhile in New York, some 20,000 strikers gathered at Madison Square Garden on Aug. 21 to vote on a proposed contract but discovered the accord reached after a long bargaining session had fallen through when the terms were put in writing.

The proposal would have provided a 5-percent pay increase in each year of a two-year package and would have guaranteed workers every other weekend off.

The proposal was a slight improvement from the one that union negotiators had rejected on Aug. 18, because it lacked the guarantee of every other weekend off.

The strike, which began July 13, has had an impact on the quality of health care in the city. This past week the state health department cited eight struck hospitals for deficiencies ranging from dietary errors and unsanitary conditions to late X-rays and tests. It warned that another six hospitals would be cited for deficiencies in medical and nursing care.

Scabs fill in

The hospitals are using supervisors and scabs to fill in for the strikers, and management has threatened to hire permanent replacements if the strikers do not return to work.

The League of Voluntary Hospitals & Homes, which represents 30 of the struck facilities, succeeded in getting a federal court to issue a temporary restraining order to cut off medical benefits for the strikers.

Earlier, a federal court judge hit District 1199 with a $45,000-a-day fine for failing to get striking nurses to return to work at St. John's Episcopal Hospital.

Members of COPE Operating Committee meet in Denver to discuss the "one-on-one" voter registration campaign aimed at members of AFL-CIO unions and a follow-up get-out-the-vote effort targeted for the Nov. 6 elections.

Former school teacher Geraldine Ferraro addresses AFT delegates.

AFT convention welcomes Ferraro as a union sister

"The first day of the rest of the campaign" began for Geraldine Ferraro at a wildly enthusiastic teachers convention, where AFT delegates greeted her as a union sister.

The AFT is the union Ferraro joined when she taught in New York City's Public School 85 early in her career. And the union's convention was her first campaign stop since the ordeal—and triumph—of a two-hour televised news conference on the tax returns of the Ferraro-Zaccaro family.

Ferraro joyfully welcomed the opportunity "to get back to talking about the future of this country" instead of answering repeated questions about her tax returns. It's "the first day of the rest of the campaign," she said.

The Democratic Party's vice presidential candidate spoke to the delegates about education issues, the quest for excellence. She talked of the damage done by cuts in student aid and the shrinkage of the federal share of education funding under the Reagan Administration.

Republican strategy

While Democrats are looking to the future, the Republican convention "has been locked in a time machine," Ferraro said. "All they can talk about is 1980."

Later that day, Ferraro addressed delegates to the Las Vegas conventions of the Postal Workers and the Letter Carriers—on closed-circuit television from the TV studio of the State, County & Municipal Employees.

The cheers from the AFT delegates, the hand-lettered signs so many of them put together for her appearance, were a personal as well as a political tribute to her.

Many delegates had watched on television the previous day when Ferraro fielded question after probing question from an army of reporters and dozens of television cameras.

She had laid out six years of tax returns from her husband and herself, furnished accountants to answer technical questions, explained patiently and with some wit the problems of separating household expenses in a two wage-earner family.

Joint tax returns would have saved the couple money, but they chose the more costly route of separate returns after a 1978 experience of running afoul of Federal Election Commission regulations that allow an individual to contribute or loan an unlimited amount of money to his or her own campaign—but impose a tight limit on a spouse's contribution.

Ferraro readily agreed that the delay in putting out the tax data that had been promised hurt the campaign. She "promised more than I could deliver," Ferraro acknowledged. But "I finally delivered it, didn't I?"

And indeed she did. The picking and poking won't end entirely. A self-styled "conservative public interest law firm" filed a publicity-getting complaint with the House Ethics Committee, alleging she violated House rules by not disclosing her husband's income, assets and liabilities on the financial disclosure forms members of Congress fill out.

But nearly everyone who witnessed the lengthy press grilling of Ferraro ended up convinced of her integrity—and competence.

When the television cameras were turned off, there was applause from camera crews and from not a few of the reporters.

At his home at North Oaks, Minn., Mondale said Ferraro had "passed a test of leadership" with high grades and that the presidential campaign could get back on track.

To the AFT delegates in Washington, Ferraro expressed a heartfelt "thank you for the very warm reception you gave me. I needed it."

AFSCME gets extension of Article XX protection

Denver — The AFL-CIO Executive Council has approved extensions of Article XX jurisdictional protection sought by the State, County & Municipal Employees for five units.

The five units are Billings, Mont., city employees; Montana State Penitentiary employees; Cheektowago, N.Y., town employees; and Massachusetts State Employees Bargaining Unit 5 (Metro district police) and Bargaining Unit 9 (engineers). In each case the extension is for one year to August 1985.

Shanker stresses need

Teachers to lead way in educational reform

By Arlee C. Green

Teachers will have to take the lead in instituting reforms in the nation's educational system or they will have it done for them by legislative fiat, Teachers President Albert Shanker warned the 2,400 delegates to the AFT convention.

In his keynote address, Shanker pointed to "step one" of the reforms already taken in some states—an infusion of money coupled to varying legislative goals. In describing the choice of paths the Teachers must make, he said the next phase will either become "round two" of a boxing match with educators receiving a legislative knock-out punch, or it will become "step two" with teachers boosting their professionalism by leading the reforms.

"Either we are going to improve the profession ourselves," or "we are going to get more rules, more regulations, oppressive supervision, perhaps even private contractors," he stressed.

A series of education reports over the past 16 months provided the impetus for action. Governors and state legislatures voted the reforms, resulting in a move toward making "education more mechanical," Shanker observed. He said the wrong kind of legislation isn't the answer for education.

Counter-action

One of the messages of mandated reform is that teachers can't be trusted, that they "have to be governed by rules and regulations, or otherwise, they will not get it right," Shanker said. He urged AFT members to counter this view by taking the lead in the reforms, especially in the areas of peer reviews, teacher selection and training, and selection of instructional materials.

"If we do these things, we will develop a type of power for teachers" and a professional inter-action which will make "the life of a teacher much more attractive," he said.

Focusing on the national elections, Shanker cautioned that if the Republican Administration is returned to office, "it is not four more years of Ronald Reagan, it is probably 24 more years . . . because of the appointments to the Supreme Court."

Key among the convention actions was a resolution to support Democratic candidates Walter Mondale and Geraldine Ferraro. Delegates viewed a video tape of Mondale, who stressed this election is "a referendum of our future." He detailed his opponent's efforts on education and concluded, "When it comes to education, Reagan is uneducable."

Former school teacher Geraldine Ferraro outlined the Mondale-Ferraro plans for improving the quality of education, noting the differences between the two parties by reading from the Republican platform which calls for a "limited federal role" in education. "We need to see that today's students are the best educated in the history of the world and that calls for a national commitment—not a limited federal role," she said.

Per capita rise

Convention delegates voted a pair of per capita increases, raising the amount by 25 cents on Sept. 1, 1984, to $5.25 and to $5.50 a year later. A separate resolution will require locals to automatically increase dues accordingly so local treasuries are not drained.

Shanker's remarks on education were buttressed by other speakers. Ernest L. Boyer, president of the Carnegie Foundation for the Advancement of Teaching, noted the National Commission on Excellence in Education's report had declared the nation's future is "at risk" because of the level of educational effort. He scored the Reagan Administration's approach to reform, charging that it calls for "more than tuition tax credits or prayer in schools or a shootout over merit pay."

Boyer suggested a four-point program of school renewal that includes the development of critical thinking skills through the mastery of language, development of a core of common learning to provide students a wider perspective of the world, improved rewards and working conditions for teachers, and increased local authority over educational policies.

Texas salaries

Gov. Mark White of Texas outlined the educational reforms undertaken in his state, including the raising of teacher salaries by $4,100 and boosting the top teaching wage to $26,600.

White called for a reforging of the partnership between the states and the federal government. It is time "for federal officials to stop wringing their hands over the state of education in America and start accepting some of the responsibilities for improving it."

John J. Creedon, a former teacher who is now president and chief executive officer of Metropolitan Life, detailed the results of a survey of 2,000 teachers which showed that teachers want to be in the forefront of educational improvements, and that most favored a renewed emphasis on the basics of reading, writing and mathematics, coupled to broader curricula and tighter graduation requirements.

Polish freedom fighter Tadeusz Swidzinski, a political prisoner who served 16 months of a three-year sentence for supporting Solidarnosc, thanked AFT for its help through its Adopt-a-Family program, whereby Swidzinski was relocated to Phoenix, Ariz., earlier this year.

Asbestos in schools

The problem of asbestos in schools was addressed both by a resolution and a workshop. The delegates mandated AFT to inform its members and others of the dangers of insulating material and to set up an information clearinghouse on asbestos projects. Other workshops dealt with national elections, financing education reform, health care, merit pay, higher education issues, school discipline and child abuse.

Other resolutions called for improved education in urban schools, expanded funding for remedial education programs, an increased federal role in providing aid to higher education programs and to students, legislation to guarantee private college and university faculties the right to unionize, partnerships between business and schools, and a re-ordering of national priorities to deal with hunger in America.

Kirkland taps Laurence Gold as AFL-CIO general counsel

Denver — AFL-CIO President Lane Kirkland has announced the appointment of Laurence Gold as the federation's general counsel to succeed the late J. Albert Woll.

Gold, who previously had the title of special counsel, heads the AFL-CIO's legal staff and will continue to do so, Kirkland told the Executive Council.

Laurence Gold

Now 47, Gold has been with the AFL-CIO since 1975. Before that, he was a partner in the law firm of Woll, Mayer & Gold, an associate in its predecessor Woll & Mayer, and an attorney in the Supreme Court litigation branch of the general counsel's staff at the National Labor Relations Board.

He has regularly represented the AFL-CIO as well as various of its affiliates in leading labor law cases before the Supreme Court of the United States and each of the U.S. Courts of Appeals.

Gold is also the Executive Director of the AFL-CIO Lawyers Coordinating Committee, an organization of lawyers which was formed in 1983 to serve as a clearinghouse on legal developments of interest to, and an educational center for, counsel to local and national unions.

Gold is a graduate of Princeton University, has two Harvard Law School degrees, served as a law clerk to Federal Judge Ingraham and has served as a professional lecturer at George Washington Law School and as an adjunct professor at Georgetown Law School.

Woll, who died last June at the age of 80, had been general counsel since the formation of the AFL-CIO and had represented the AFL before the merger.

Postal union delegates assail management tactics

By Rex Hardesty

Las Vegas, Nev. — Bitterness at the Postal Service, Postmaster Gen. William Bolger and the Reagan Administration poured out as the Postal Workers and Letter Carriers met in separate but simultaneous conventions here.

The Letter Carriers endorsed binding arbitration in postal bargaining which broke off July 20. APWU delegates endorsed a resolution empowering President Moe Biller and the union's executive board "to take whatever steps they consider best calculated to achieve our goal." Biller said the convention had voted down a resolution calling for a strike vote by union members.

Both conventions acted in executive session.

"I will lead our arbitration effort as proudly as I would have led a strike," Letter Carriers President Vincent Sombrotto told reporters afterward. "We will arbitrate as we have struck—with no letup."

Sombrotto said the convention had also given him discretionary power for other actions, but indicated it was linked to any further attempt by the Postal Service to unilaterally change working conditions during fact-finding and arbitration, which could stretch into December.

AFL-CIO Sec.-Treas. Thomas R. Donahue was greeted with cheers at both conventions when he delivered messages of support from the Executive Council.

At its meeting in Denver, Donahue said, the council took note of the unions' struggle to win a fair settlement. He pointed to "the hypocrisy of a management which hires union-busting consultants, tries to put two-tier wages in place illegally, proposes an unprecedented bonus for the Postmaster and an 8.1-percent increase for all supervisors, and would pay for all that by gouging your paychecks and your fringe benefits."

Congressional rebuff

Management's attempt to impose a two-tier pay system on new hires was rebuffed by Congress.

The sponsor of that congressional action, Rep. Silvio Conte (R-Mass.) received a tumultuous welcome from both conventions. Conte told the conventions that the attempt by Bolger to impose a two-tier wage system since negotiations broke off was "subversive to the process" adopted in the postal reorganization bill of 1970.

"In return for the right to bargain, you gave up something—your right to strike," Conte told the Letter Carriers. "You kept your part of the bargain" and the congressional action was aimed at making postal management do the same, he said.

Three other House members with federal employee responsibilities in the House, Democrats Bill Clay of Missouri, Mickey Leland of Texas, and Mary Rose Oakar of Ohio also addressed one or both of the conventions.

After the executive sessions, the delegates' bitterness at Bolger's actions spilled out of the floor microphones of both conventions in a variety of proposals—all ruled incompatible with the conventions' official actions.

From NALC delegates, there were calls for a referendum on the arbitration results, which Sombrotto said contradicted the commitment to accept the results, and a proposal to conduct information picketing as long as members are without a contract. Delegates were assured such picketing would be employed when necessary.

Biller reported to the Postal Workers that the acrimony members feel toward Reagan labor policies had spurred an increase in voluntary political contributions from $34,000 in any year prior to 1982 to $388,000 in 1982 and $400,000 already this year.

He also announced plans for efforts to organize as many of the 72,000 unorganized postal employees as feasible..

Biller charged the Labor Dept. with harassment in ordering the APWU to re-run its 1983 election. He said that after months of foot-dragging, the agency issued orders one week before the 1984 contract deadline. Biller's 1983 re-election is not part of the re-run, but some 40 other APWU elections are.

In other convention actions, APWU delegates voted down a $1 increase in per capita and went through a five-hour roll-call vote to reject a convention committee proposal to shorten the time for nomination of officers by 45 days. The process runs about eight months.

Ferraro address

Each convention used a television hook up for Democratic vice presidential nominee Geraldine Ferraro to address the conventions from Washington.

She told the APWU that the Bolger and Reagan intent was clearly to "privatize" the Postal Service. And she chided the Republican convention for leaving "scarcely a man in sight in Dallas" while trying to overcome the fact the GOP opposes ERA.

She was repeatedly greeted by chants of "GER-ry, GER-ry," creating a nightmare for the technicians who had to slow Rep. Ferraro down enough to keep her remarks from being drowned out by the noise.

Schwinn, A.P. Parts, Hess Oil added to labor's boycott list

Denver—At the request of the Auto Workers and the Steelworkers, the Executive Council endorsed consumer boycotts against Schwinn bicycles, A.P. auto parts and Hess gasoline and oil products.

The council sanctioned a boycott begun by the UAW in June against products of the Schwinn Bicycle Co. after the firm shut down its manufacturing facility in Chicago and shipped production to low-wage and non-union plants in Taiwan and Japan and in the South.

Nearly 1,300 UAW members—many with decades of service—were thrown out of work. Yet Schwinn is refusing to pay the workers vacation and severance pay they are entitled to under their contract. The company has also refused to settle numerous grievances still outstanding, including 168 awaiting arbitration.

Also at the request of the UAW, the council endorsed the union's boycott of products of A.P. Parts Co. of Toledo, Ohio, a tailpipe and muffler manufacturer.

Company demands

About 450 UAW members struck the plant May 2 after months of negotiations for a new agreement during which the company refused to moderate its take-it-or-leave-it demands that would have gutted the contract.

The company's demands would have meant losses in wages and benefits of as much as $5.84 an hour and reduction of pension benefits from $18 to $7 per month per year of service.

A.P. has hired strikebreakers, fenced in the plant and brought in an outside, armed security force.

In addition to the A.P. brand, the company's products are sold nationally under the names Merit, Goerlich and Silentone in garages and auto parts stores.

The council also endorsed a Steelworkers boycott against gasoline and heating oil distributed by the Hess Oil Co.

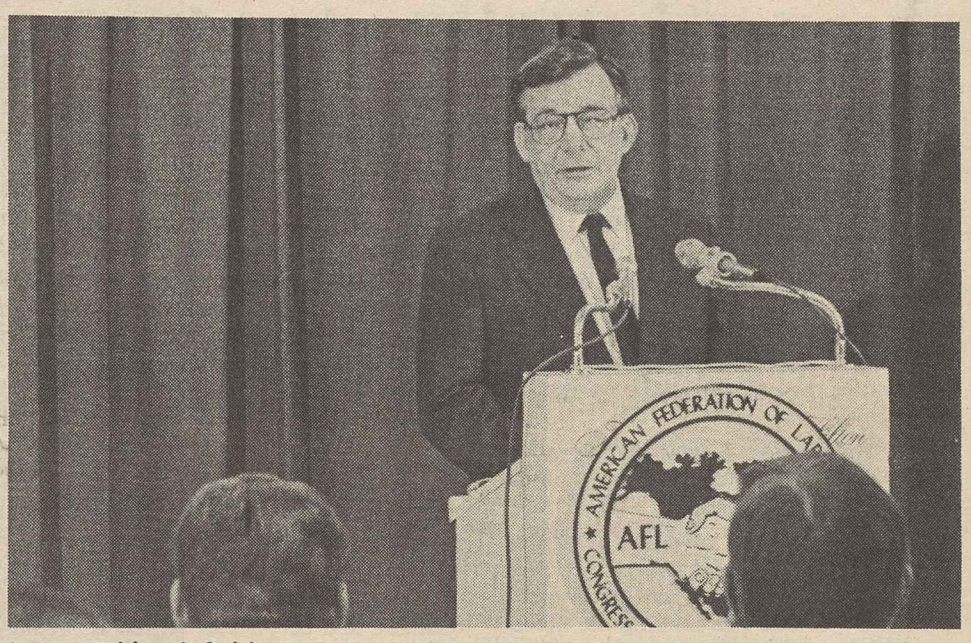
Workers locked out

Despite a long collective bargaining relationship between Hess and its 375 employees at its St. Croix refinery in the Virgin Islands, the company locked out the employees Apr. 16, the day after the expiration of the most recent contract.

Throughout the bargaining, Hess had insisted on drastic concessions that would have undermined longstanding seniority and job security provisions. While rejecting those demands, the union was prepared to bargain beyond the expiration date, but the company imposed the lockout and is attempting to run the refinery with supervisors.

In other action, the AFL-CIO added products of the Wright Tool & Forge Co. of Barberton, Ohio, to the federation's Unfair List and urged union consumers not to buy Wright Tools.

Some 200 members of the Boilermakers struck the company on Apr. 2, 1983, and Wright Tool has hired scabs and refused to return to the bargaining table.



Lane Kirkland fields questions at Denver news conference.

Maritime unions pledged aid in battle against scab crews

Denver—The Executive Council pledged its maritime affiliates all possible aid and support in their battle with employers who refuse to bargain with licensed personnel.

"These employers are seeking to destroy sound and productive bargaining relationships under which they have grown and prospered," a council statement charged. "Their position is that licensed personnel are supervisors who can and will be fired for engaging in union activity.

"Indeed, in one case, the employer went to the extreme of using the police to remove union deck officers and engineers from a ship in order to bring on scab replacements."

The Masters, Mates & Pilots at their recent convention condemned actions of three major tanker companies—Trinidad Corp., Delta Lines and Marine Transport Lines—that have resorted to use of this new anti-union tactic.

Two other AFL-CIO maritime affiliates—the Seafarers and the Marine Engineers—have run into similar experiences with ship owners.

SIU's problems have been with barge line companies with whom the union represents both unlicensed and licensed wheelhouse personnel, including mates, masters, and barge captains. Employers who have refused to bargain with the union include Dixie Carrier, American Commercial Barge Lines, and most recently SONAT Marine.

MEBA represents engine room personnel with the same companies, and has had similar experiences as SIU and MMP.

In its statement, the Council scored the National Labor Relations Board for permitting "this arrogant attempt to deny licensed personnel their basic democratic rights to a voice in setting their wages and their working conditions.

"The employers who are refusing to bargain are doing so in the expectation that the change in the National Labor Relations Board brought about by President Reagan's appointees will permit anti-union employers to do what they pleased."

Public sector pacts yield 4.4% gain

Major state and local government collective bargaining contracts negotiated in the first half of 1984 brought increases in wages and benefits averaging 4.4 percent in the first year of the agreements and 4.3 percent annually over their term, the Bureau of Labor Statistics reported.

The last time the same parties bargained—one to three years ago—compensation increased an average 5.8 percent in the first contract year and 6.2 percent a year over the life of the pacts.

Wage adjustments alone during the January-June period this year averaged 4.6 percent in the first contract year and 4.4 percent over term. Corresponding adjustments the last time the parties bargained were 5.9 and 6.3 percent, respectively.

None of the first-half 1984 settlements included cost-of-living adjustments, nor did the agreements they replaced.

BLS keeps track of wage and benefit adjustments bargained for nearly 1.1 million workers in 88 bargaining units with at least 5,000 workers. The first-half 1984 data derive from 18 settlements covering 164,000 workers.

Twenty-six other agreements covering 295,000 workers expired before July 1, but new contracts had not been ratified by June 30.

Effective yield

Besides new settlements, BLS reports on all wage changes put into effect during the first six months of the year as the result of both new and earlier settlements. Pay increases for some 482,000 workers under these agreements averaged 4.8 percent. When pro-rated over the 1.1 million workers in the 88 major bargaining units surveyed, wage adjustments put in effect averaged 2.1 percent.

Last month, BLS reported that major settlements in the private sector covering 5,000 or more workers in the first half of 1984 yielded increases in wages and benefits averaging 4.3 percent in the first year and 3.9 percent annually over the contract term, about one-third higher than the increases for all 1983 settlements.

The bureau noted, however, that care should be exercised in comparing the size and nature of settlements in the public sector with those in the private sector because of differences in bargaining practices and settlement characteristics. A chief difference, it pointed out, is the incidence of cost-of-living adjustment clauses, which are in only a few public sector agreements, but appear in a substantial number of private sector contracts. Agreements without COL clauses tend to provide larger specified wage increases than those with COL provisions.

Hazards on the job

Dangers of exposure to excessive levels of ethylene dibromide, a cancer-causing chemical, are spelled out at a meeting of the Urban Environment Conference. From left: Deborah Berkowtiz, health and safety director of the AFL-CIO Food & Allied Service Trades Dept.; Susanne Kossan, Teamsters industrial hygienist, and Jay Feldman, coordinator of the National Coalition Against the Misuse of Pesticides. (See Washington Window, Page 7.)

Fire Fighters panel to study changes in union structure

Cincinnati—The Fire Fighters convention provided for a union commission to study the structure of the 165,000-member IAFF and recommend constitutional changes to the 1986 convention.

Restructuring of the union has been a subject of discussion for some years. The convention directed the commission, set to be representative of all groups and regions in the union, to bring in its report six months before the 1986 meeting in Las Vegas.

The commission recommendations will constitute a first order of business at that convention.

The union is now governed by a president, secretary-treasurer and 16 vice presidents, 15 of whom represent geographical districts, with one representing the fighters employed by the federal government.

Setting policy

As members of the executive board, the vice presidents determine policy. In addition, they function in the organizing and servicing spheres on a per diem basis, at the direction of the president or with his consent.

In convention floor discussion, some delegates said a revision of the union's governing structure could be helpful to them in serving their members' needs.

At the same time the delegates instructed the officers to lend help to a program of voluntary merger of local unions so as to strengthen the efforts of smaller locals in combating pressure for reduced fire protection in some communities.

Many of moves, in both larger and smaller cities, are initiated by "anti-labor organizations intent on working against the best interests of the community and its fire fighters," a convention resolution said.

The delegates voted to continue a Labor Issues Task Force created two years ago to provide a more efficient response to schemes to consolidate fire and police departments, contract out fire protection to private companies, close fire stations or take other actions against the interest of professional fire fighters.

The convention authorized an additional 8-cent monthly per capita tax to pay for the expanded services of the task force.

In the IAFF elections, President John Gannon and Sec.-Treas. Alfred K. Whitehead were re-elected, as were eight incumbent vice presidents.

Eight new vice presidents were elected: James J. McGowan, New York; Robert Palmer, Kansas City; Michael Mullane, Boston; Russell Cerami, Erie, Pa.; Michael McNeil, Denver; Dominick Barbera, Dade County, Fla.; Clarence Perez, New Orleans, and David Canfield, San Diego.

Growth in profits outpaces wages

Continued from Page 1

while only 1.5 percent, was the latest in a string of quarterly rises in corporate earnings, and followed a 6.8 percent increase from the fourth quarter of 1984 to the January-March period. Profits during the last six quarters have climbed 92 percent.

The Commerce Dept. also reported that the nation's "real," or inflation-adjusted, gross national product grew at an annual rate of 7.6 percent in the second quarter. The revised estimate was just slightly faster than the 7.5 percent growth reported by the department last month.

The revision in second-quarter real GNP resulted from upward changes in consumer spending, business fixed investment, and net exports. Housing and inventory investment were both revised downward.

Real GNP grew at an annual rate of 10.1 percent in the January-March quarter.

Moderates shut out

Platform shifts GOP further to right fringe

Continued from Page 1

Another section of the platform suggests a constitutional amendment—and a constitutional convention if necessary — to somehow attain a balanced budget. The platform backs amendments on prayer and abortion — but not the Equal Rights Amendment which the GOP had steadfastly endorsed before the Reagan era.

The platform rejects, strongly, the concept of "comparable pay" for jobs with comparable levels of skill and difficulty. "The free-market system" should determine the relative value of jobs, it said.

On foreign affairs, the platform blames past policies of "the Carter-Mondale Administration" for virtually all Soviet encroachments and claims the Reagan Administration will "keep the peace by keeping our country stronger than any potential adversary."

Convention oratory, as well as party platform, made clear that the Republican strategy in this presidential election will be to seek to rerun the 1980 campaign.

Speakers repeatedly evoked the plight of the hostages in Iran as symbolic of the "failure" of the last Democratic Administration. And the successful military intervention in the island of Grenada, under the Reagan Administration, grew in the retelling to an achievement approaching the World War II landings in Normandy.

On the home front, Democrats were portrayed as spoilsports who were unwilling to attribute the nation's economic pick-up to Reagan's magic. Unmentioned from the convention podium was the double-digit unemployment of the Reagan recession—the most severe of the post-war era.

Hero, not leader

Ronald Reagan, seeking a second term at the age of 73, was clearly the hero rather than the leader of the movers and shakers of the new Republican Party.

The platform was shaped by two conservative Republican congressmen—Jack Kemp of New York and Trent Lott of Mississippi—rather than by the White House as is commonly the case when an incumbent president stands for re-election.

Kemp, the author of the tax cut strategy Reagan embraced, is an all-but-declared candidate for the Republican presidential nomination in 1988. The convention-eye view is that his chief rival will be Vice President Bush. The retiring Senate majority leader, Howard H. Baker, Jr., of Tennessee, is also eyeing the race.

The New Right's dominance was reflected when the Illinois delegation picked its representatives to the convention Platform Committee. Gov. James Thompson and Sen. Charles Percy, both traditional Republicans, were passed over. Instead, Illinois was represented by Phyllis Schlafly, a right-wing, anti-ERA crusader, and Henry Hyde, a like-minded House member.

Big bucks banquet

Delegates had a wide choice of social events, but the biggest party at the convention cost $1,000-a-ticket. It was a fund-raiser that raked in a reported $1.3 million dollars for the National Conservative Political Action Committee—the New Right group that puts on negative television ads attacking Democrats. Nelson Bunker Hunt, the oil and silver baron, was the host.

On the convention floor, the GOP's unanimity was unbroken by dissent except for a scattering of "no's" when the platform was adopted by voice vote.

In television interviews, however, House and Senate members worried aloud that Democrats will be able to tie the far-out views of the GOP platform to their political opponents.

Elliot Richardson, who is seeking the Republican nomination for the Senate in Massachusetts, was taking no chances. He issued a public disavowal of the platform.

Not quite so

The Republican campaign strategy has been to ignore Geraldine Ferraro as much as possible, but the GOP's platform writers may have taken that directive a bit too far.

"President Reagan has won enactment of the Retirement Equity Act," the platform boasts.

The legislation, which gives women workers and spouses a greater assurance of pension rights, did have broad bipartisan support. But the Democratic vice presidential candidate, it happens, was its original author and chief sponsor. And the White House initially opposed some of its provisions.

Among her colleagues in the House, the measure was known as "the Ferraro bill."

Engineers vote per capita increase

Atlantic City, N.J. — Delegates to the Professional & Technical Engineers convention approved a two-stage per capita increase which would raise the monthly payments by 45 cents to $4.20. The convention action is subject to a referendum by the full membership later this year.

Under the proposal, monthly payments will rise 25 cents next Mar. 1, and an additional 20 cents on Mar. 1, 1986. The per capita was last increased in 1980.

Delegates re-elected President Rodney A. Bower to a seventh two-year term and Sec.-Treas. John H. Dunne for a ninth term. The union reported a 5 percent growth over the past two years, to 23,500 members.

Ralph McElfresh of Local 1 in Portsmith, Va., was elected vice president for federal area employees, filling the vacancy left by the retirement of Leon M. Olsen. Des Cupid of Local 164 in Scarborough, Ont., was elected the Canadian vice president, replacing Harold Reviat who retired. Incumbent Vice Presidents Michael Waske and Vincent Cacchiotti were re-elected.

In key resolutions adopted at the four-day convention, delegates called for the naming of a coordinator to aid local unions in establishing women's committees and for efforts to expand the number of local retiree clubs in conjunction with the National Council of Senior Citizens.

Another resolution urged the federal government to limit the contracting out of naval ship repairs to the current level of 30 percent. Delegates also criticized the National Labor Relations Board for not fulfilling its legal obligations, supported the bargaining efforts of the postal unions, urged enactment of federal plant closing legislation, opposed the concessionary bargaining tactics of some employers, and called for amendments to federal civil service laws.

Economic tricks

In a speech to the delegates, AFL-CIO President Lane Kirkland scored the Reagan Administration's practice of "voodoo economics" that has hurt American workers. He recalled the "mandate" this Administration claimed when elected to office and stressed that trade unions were almost alone in warning of the disaster such economic policies would cause the country.

AFL-CIO Vice President Joyce Miller, who is president of the Coalition of Labor Union Women, zeroed in on the suffering of women, especially as single parents, as a result of sharp cuts by the Administration in social programs. Those policies have more firmly entrenched women in poverty and low paying pobs, she said.

Federation Research Director Rudy Oswald gave the delegates an overview of the state of the world economy and noted the growth and effect of both the federal spending deficit and the trade deficit. He explained the role of the Federal Reserve Board and the World Bank and how their actions effect U.S. interest rates.

Oil Workers pact ends Sunoco refinery strike

Marcus Hook, Pa.—Two Oil, Chemical & Atomic Workers locals ended a four-month strike at a Sunoco refinery here by ratifying a new 19-month contract.

The pact with OCAW Locals 8-901 and 8-933 covering 850 production workers provides lump sum payments of $400 now and $1,000 on Jan. 1, 1986, with hourly wages remaining at approximately $14.50.

Key improvements were won in the pension plan which will increase between $1,000 and $3,000 a year per employee based on years of service and age. The improved benefits will enable workers to retire earlier, the union said.

Other improvements include an increase of $5 in the company's monthly contribution to medical benefits.

The union successfully rebuffed Sunoco's proposal for a two-tier wage scale that would have cut pay for new hires by about $4 an hour.

EDITORIALS

No Higher Priority

WHEN THIS Administration came to power, claiming a mandate for the crackpot economic theories of the Radical Right, we were virtually alone in warning that Ronald Reagan's policies would bring great injury to millions of working Americans and their families.

We said Ronald Reagan would deal with inflation by throwing people out of work. He promised he would not. He gave us the most massive unemployment since the Great Depression.

We said Ronald Reagan's tax policies would benefit the rich. He said they would not. He gave his fancy friends a $750 billion tax cut handout from the public till, at the expense of the average American and the nation's future.

We said Ronald Reagan's tax giveaways, combined with huge and mindless increases in defense spending, were the most reckless and irresponsible fiscal act in our history. He promised they would lead to a balanced budget by 1984. He gave us the largest federal deficit in history. He has mortgaged our children's future.

Instead of paying higher taxes for the betterment of our own country, we pay them to private bankers in the form of the highest real interest rates in our history. And those are the most cruel and regressive taxes of all.

WE SAID Ronald Reagan's "free trade" policies would export American jobs and erode the nation's industrial base. He promised that the invisible hand of the international free market would set things right.

He gave us a trade deficit that is now running at $120 billion for this year alone—that is a measure of the jobs, hopes and opportunities that are being drained from this country in a growing flood, year by year.

We said Ronald Reagan's policies would hurt the weakest and the poorest of our people. He promised not to shred the safety net under the "truly needy." Surely, he loves the "truly needy"—he has made so many more of them.

We said Ronald Reagan represented the Far Right of the Republican Party and would seek to undermine and weaken the trade union movement. With an air of injured innocence, he said: "Who, me—a former president of the Screen Actors Guild?"

He gave us a National Labor Relations Board stacked with pedigreed union-busters; a Labor Dept. dedicated to the dismantling of Davis-Bacon, OSHA and other worker protections; and a cruel, vindictive campaign to destroy a small union of air traffic controllers and blackball its members.

If he did this in his first term, imagine what he might do in a second, unrestrained by another election.

What would the NLRB look like in a second term?

Ronald Reagan has divided America. He has set men against women, young against old, the jobless against the employed, the poor against the near-poor, and blacks against whites against browns.

THE TRADE UNION movement stood against Ronald Reagan and for common sense the first time around. But this time, we have something else going for us. We have candidates for the presidency and the vice presidency whom we had a voice in selecting as their party nominees.

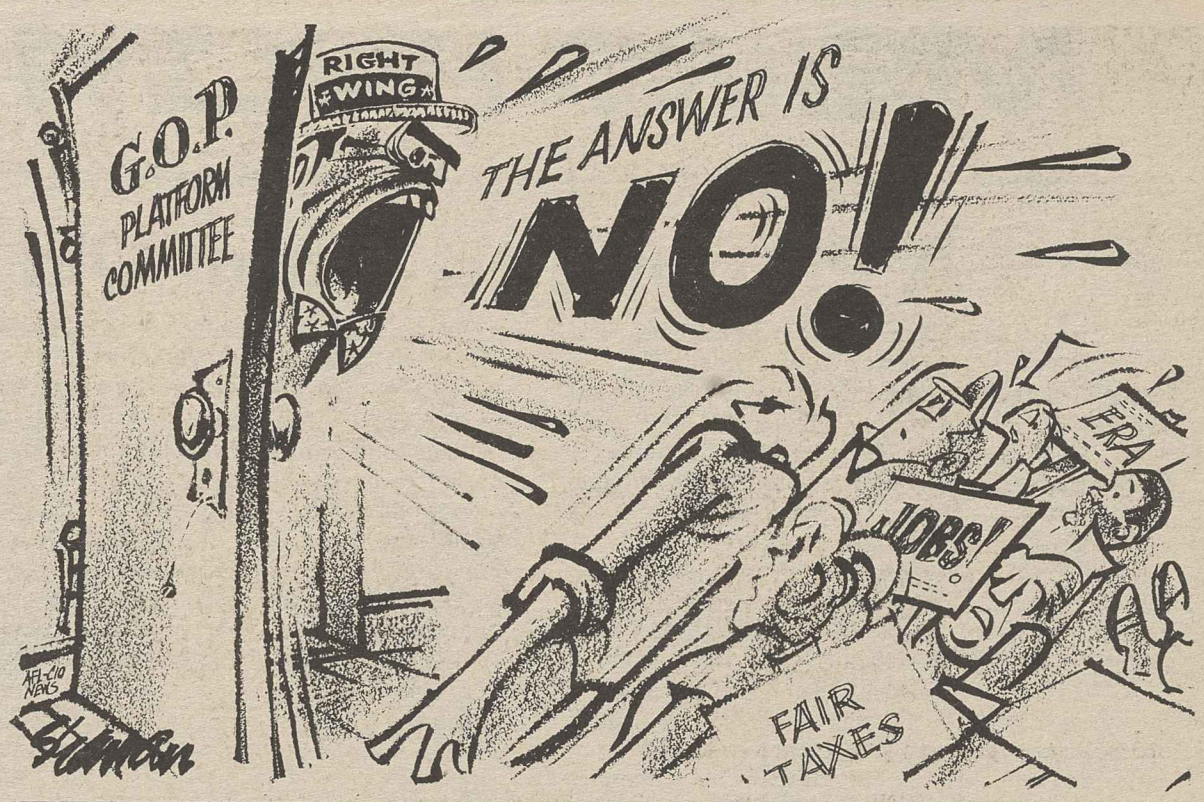
Fritz Mondale was the overwhelming choice of our members for the Democratic nomination, and they turned out in primaries and caucuses to help him win at the Democratic convention. Our members know him, and he knows them.

And we have known Geraldine Ferraro for many years. She, too, understands the problems and needs of working people, and she knows how to fight for their concerns.

We have a ticket that can win in November.

Between now and then, our movement has no higher priority than to make sure that our members understand the urgency of the choice before them and turn out to vote in unprecedented numbers.

—From AFL-CIO President Lane Kirkland's remarks to the General Board meeting, Aug. 19, 1984, Denver, Colo.



Washington Window

Job hazard jungle ignored after consumer risks ease

By Press Associates, Inc.

When Upton Sinclair's "The Jungle" in 1906 revealed the filthy conditions in meat processing plants, the public outrage led to the nation's first food safety laws. So great was the public alarm over what was in the food that Sinclair's original purpose—to expose dangerous working conditions—was lost.

In the decades since, workplace hazards exposed by workers and their unions have repeatedly signaled broader public dangers in products and the environment and led to protective laws and actions. But after the public outcry subsides, workers are too often forgotten, left to face the same or similar hazards at work.

Affiliates of the AFL-CIO Food & Allied Service Trades Dept., and other unions, whose members are exposed to fruits and vegetables treated by ethylene dibromide (EDB) while working in grain milling and storage operations, alerted the public that sloppy fumigation processes left EDB residues in food.

Since 1981, the unions have been appealing to the Occupational Safety & Health Administration for stronger worker protections against EDB.

Public pressure

Early this year, the Environmental Protection Agency bowed to public pressure and limited permissible consumer exposure to EDB to 900 parts per billion (ppb) in raw grain, 150 ppb in intermediate foods such as flour and 30 ppb in ready-to-eat foods such as cereals.

While EPA has moved in some areas to protect workers from EDB exposure, OSHA has not. Consequently, consumers are protected from a chemical shown in animal tests to be a carcinogen that also causes genetic and birth defects. EDB exposure has killed two workers and left others hospitalized, but many still are legally exposed to EDB up to 20,000 ppb.

Using the EDB controversy as an example, union safety and health experts and environmentalists at a recent meeting of the Urban Environment Conference explained why the nation's faulty system of pesticide regulation and failure to protect workers first puts the public at risk.

Deborah Berkowitz, health and safety director for FAST, said that the EDB contamination clearly pointed up the "link between worker exposure and consumer exposure." If OSHA had responded to the unions' 1981 petition and issued rules requiring the aeration of mills, equipment and grain to dissipate EDB and protect workers, EDB residues would not have been left to turn up in consumer products, she said.

Different mandates

Suzanne Kossan, Teamsters industrial hygienist, pointed out that part of the problem stems from OSHA and EPA working separately under different mandates. EPA considers a cancer risk of one death per one million people significant, while the Supreme Court set OSHA's cancer risk criteria at one death per 1,000 workers. But, she said, EDB clearly met the criteria for OSHA.

Kossan said that after the EPA protected consumers against EDB and OSHA still refused to take action, the union went to EPA to try to get stronger label requirements on EDB-treated products. Again, the EPA aided in protecting workers, but OSHA "rolled over and played dead."

Jay Feldman, national coordinator for the National Coalition Against the Misuse of Pesticides, said that workers in mills and plants are seeing the same problems with pesticides as farm workers: poorly worded and outdated labels, no pesticide law enforcement and little or no training or protective equipment for applicators, who are not covered by OSHA. Thus, one mill worker recruited to apply EDB ended up in hospital near death after a faulty sprayer spilled on his clothes.

Berkowitz, Kossan and Feldman stressed the need to recognize the clear link between worker and consumer health and safety issues and the necessity of joint efforts to protect workers and stop the contamination at its source.

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MEMO FROM COPE

A Platform to Warm Old Millard's Heart

The mock Republican platform printed below is only a mild exaggeration of the real thing. The fact is, the document produced by the GOP was tailored by, and intended for the delight of, the GOP right wing, which is firmly in control of the party. It would warm old Millard Fillmore's heart. Among those who had a prominent hand in crafting this ultra-conservative platform were Georgia Rep. Newt (Stomp Them Commie-crats) Gingrich, Sen. Jesse (Death Squads? Them's Boy Scout Troops) Helms, and Phyllis (Hey, Hey, Waddaya Say, Let's all Dump on the ERA) Schlafly.

As had been expected by many of those alarmed by the hammerlock the right-wingers have gained on the party, they exercised their power with arrogance and without class. The disdain for moderates like Connecticut Sen. Lowell Weicker, Iowa Rep. Jim Leach and others in platform hearings was evidence of the contempt the ultra-conservatives feel for those who aren't 100 percent true-believers.

And it demonstrated the truth behind the joke making the rounds that the few moderates who got elected as delegates to the GOP convention in Dallas were assigned hotel accommodations in Houston.

The platform itself is less important than what it symbolizes and portends. Platforms, like daily newspapers, are written and soon forgotten. But they do show who's at the steering wheel and which direction a party is heading.

The Republican Party is sailing out of orbit. It has broken from the pull of gravity that once held it circling around a body of rational political thought and response. The party under Eisenhower, Nixon and Ford adjusted to, and accepted advances in, the people-serving programs that said this nation gives a damn about working people and those in need and those who are discriminated against.

The crowd now in control—the Helms and Gingriches, etc.—think the needy will be comforted if the wealthy and the corporations are coddled. And on the rights of minorities, they have the chutzpah in their platform to declare: "For millions (of minority group members) the past four years have seen a dramatic improvement in their ability to secure for themselves and their children a better tomorrow. . . . The policies of the Reagan Administration have opened literally millions of doors of opportunity for these Americans. . . . We pledge to do even more the next four years." Most minorities would take that more as a warning than a pledge.

What this bunch thinks of workers becomes clear in its platform reaffirmation of support for state "right to work for less" laws and the certainty that, handed the power, they would enact a national open shop law as a first order of business.

The nature of the GOP platform and the hold right-wingers have on other key party committees point clearly to a GOP heading further and further out from the political center of recent decades.

The strong ties between rising stars within the party like Gingrich—and now-established right-wing powerhouses outside the party, like "new right" leaders Richard Viguerie and Terry Dolan, indicate not just a shift to the right that's occurred within the GOP but one that will accelerate, perhaps beyond even Reaganism.

While they all talk in terms of grand ambition, Gingrich goes further than any in describing his role and that of a group of rightist U.S. House members he's organized into the Conservative Opportunity Society, many of whose positions are incorporated into the GOP platform. He says they are "shaping a movement, a party and *western civilization.*" Suddenly, they're responsible for western civilization. Without them, it'll go down the pipes.

This controlling group in the GOP differs from its predecessors in another important way. It rejects the usual give and take of legislative business based on compromise. It believes in confrontation as a tactic—like Gingrich's use of the House floor and TV cameras to pin the Comsymp label on some 50 Democrats.

Gingrich says he and his mates are impelled by the "driving force of an ideological vision."

When folks get possessed of a "driving force of an ideological vision," it's time for other folks to sit up and look close, for behind many an "ideological vision," even the kinder-seeming ones, lie intolerance, intemperateness and inadequate concern for the rights of those who don't share the vision.

As those lonesome GOP moderates who bucked the tide can tell you, if you're not *in* on the "ideological vision," you're out in the cold and maybe *out* of the party . . . because it doesn't want you and your moderation any more. Its agenda is hardcore and uncompromising.

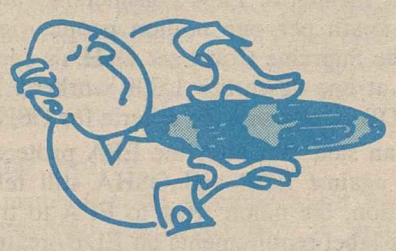
And *that's* the message of the Republican platform for now and the near future.

One Vote Counts

Acting Mayor Joseph Paolino won the job on his own in a special election recently in Providence, R.I., by only 117 votes out of more than 34,000 votes cast. The count was 15,509 to 15,392.

Paolino won on the strength of absentee ballots. He trailed by 68 votes when the machine tallies were announced election night. But he picked up those and more when some 800 absentee ballots were counted.

GOP: THE EARTH IS FLAT

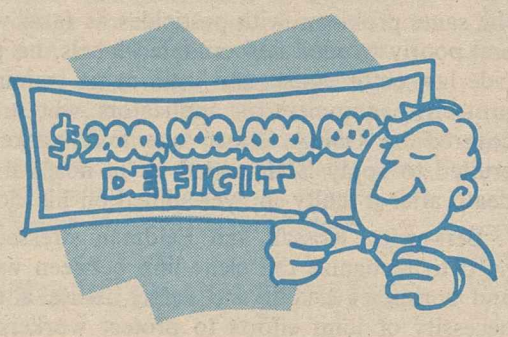


Following are key planks in the Republican Party platform adopted this week at the party's convention in Dallas:

1. The earth is flat. (Minority report: It is rectangular.)

2. We reject the concept that women are equal. The Good Lord didn't make 'em equal, and we don't need no Eee-Are-Ay to *force* 'em to be equal. (Minority report: Some women *are* equal . . . to some other women.)

3. We repudiate the progressive income tax that forces the hard-working affluent to cough up a higher percentage tax on income than the indolent masses. (Minority report: The concept of a progressive tax is eminently sensible; just start it from the other end.)



4. Return to the gold standard. (Minority report: Good idea, but make sure Bunkie Hunt unloads all that silver first.)

5. We will not knuckle under to the "comparable worth," pay equity, women's rights hooligans. (Minority report: Redundant. See Plank 2. We already said they ain't equal anyway.)

6. Under no circumstances will we increase taxes in 1985. (Minority report: At least we won't talk about it *in public* until then.)

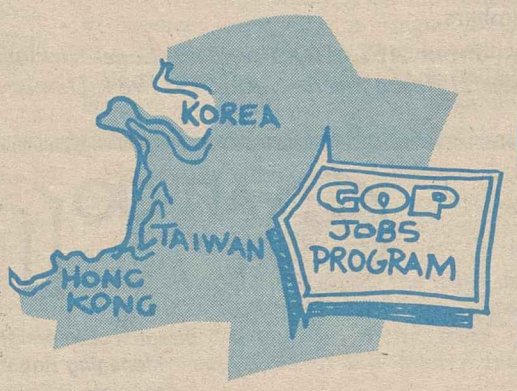
7. We concur with recent economic research that demonstrates President Reagan's huge federal deficits are good. (Minority report: Unlike the much *smaller ones* that Jimmy Carter dumped on us, which were *bad*.)

8. We will enact a program to create full employment . . . in Hong Kong, Taiwan, Brazil, Korea etc. (Minority report: Plank not needed. We already have the program. We call it "free trade.")

9. We will not stand by and watch America's basic industries go to hell in a handbasket. (Minority report: We'll just turn our backs so we can't see.)

10. In the great tradition of our party, we will do all we can to provide work for workers, sustenance for the needy and security for the elderly. (Minority report: Better check that "great tradition" before we commit ourselves to this one.)

"BUNKIE"



AFL-CIO news

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Trade deficit hits all-time high

Madison Square Garden rocks with cheers from members of District 1199 as their 47-day hospital strike ends.

Import surge in July totals $33.5 billion

By Susan Dunlop

The worst monthly trade deficit in American history was chalked up in July as foreign imports swamped U.S. exports by $14.1 billion.

The nation's trade imbalance for the first seven months of 1984 alone now stands at $73.8 billion. That tops the $69.4 billion deficit for all 12 months of 1983, which had stood as the all-time record for any year.

At this pace, according to Commerce Dept. projections, the trade deficit this year could hit—or top—$130 billion. Yet the Reagan Administration plans no action to stem the flood of red ink.

One Commerce Dept. study asserts that each $1 billion in sales lost to imports translates into about 25,000 lost American jobs.

The July shortfall was the result of $33.5 billion worth of merchandise imports—the most ever to enter the country in a single month—offset by only $19.4 billion in U.S. exports.

The July deficit was $1.9 billion higher than the previous record of $12.2 billion in April.

Surges in imports of manufactured goods, clothing, iron and steel, electronic semiconductors, Japanese automobiles and a variety of agricultural products were to blame for most of the trade imbalance, the Commerce Dept. figures showed.

Manufacturing record

The trade deficit in manufactured goods alone was a record $10.5 billion in July. Food exports—normally an item that takes some sting out of the trade deficit—shrunk to their smallest surplus in history, $909 million.

AFL-CIO Research Director Rudy Oswald called the trade deficit an "economic disaster area," and stressed that the galloping increases in imports, particularly in manufactured goods, are added evidence that American workers are being bypassed by economic recovery as they lose their jobs to imports of goods they once produced.

In sharp contrast, the Reagan Administration applauded the huge trade imbalance. White House spokesman Larry Speakes commented that the massive deficit "reflects the strength of our recovery."

Oswald warned that the trade deficit

Continued on Page 5

General Motors, Ford rebuffed on takeback bids

Detroit—Provoked by a set of exceptionally stingy contract offers from both General Motors and Ford, the Auto Workers executive board voted unanimously to put both automakers on notice that they could be struck as early as Sept. 15 if a decent agreement isn't reached by then.

UAW President Owen Bieber, in announcing the board's decision to cheering members of the union's GM and Ford bargaining councils, called the management offers "meager and totally inadequate."

The UAW board met to examine the management proposals and fix a possible strike target shortly after the companies—which both rang up record profits last year—released contract proposals calling for three-years of continued wage freezes and reduced cost-of-living formulas. The firms made virtually no responses to the UAW's proposals for strong job security guarantees that are at the top of the union's agenda.

The UAW had told the companies that the workers who accepted wage and benefit concessions in 1982 to help the firms weather the recession now expected to share in the soaring profits.

Continued on Page 2

50,000 strikers return

Elated workers ratify N.Y. hospital accord

New York—Fifty thousand elated health care workers returned to their jobs at hospitals and nursing homes after ratifying a union contract that took a 47-day strike to achieve.

Members of District 1199 of the Retail, Wholesale & Dept. Store Union, cheered news of the settlement at a rally that overflowed Madison Square Garden and gave it 99 percent approval in a secret-ballot ratification vote.

The strikers measured the contract against the takeback demands of the employer bargaining group—the League of Voluntary Hospitals & Homes.

Key item won

Their union negotiated a 5-percent pay raise for each of the two contract years—less than it had sought, more than had been offered. But it won with no compromise the most emotional issue of the long struggle—a firm guarantee that each worker would have at least every other weekend off. No longer would a family's plans be at the scheduling convenience of management.

The 59 health care institutions affected by the strike had sought to reduce payments to the union's health and welfare fund. In the end, management dropped the takeback demand and agreed to continue payments at present levels. The union's only significant concession was a second-year freeze on the starting pay for new employees.

The contract guarantees that all strikers will return to their jobs—an issue that almost blocked settlement when the hospitals and nursing homes tried to claim the right to deny re-employment to strikers management contended had engaged in picket line misconduct. In return, the union agreed not to retaliate against nonstrikers.

The union is appealing in court fines imposed by a federal judge totaling more than $900,000 on grounds of non-compliance with a court order directing a group of nurses represented by the union at a Queens hospital to return to work during the strike.

Most of the 1199 members are in the traditionally low-paying jobs such as orderlies, nurses' aides, housekeepers and

Continued on Page 3

Economic index sends a warning

By James M. Shevis

A second consecutive monthly decline in the government's index of leading economic indicators is "one more sign that Reaganomics is pushing the economy toward a new recession," the AFL-CIO warned.

The index, designed to show what will happen in the economy in the near future, fell eight-tenths of 1 percent in July after a 1.3-percent decline in June, the Commerce Dept. reported. Six of the 10 indicators contributed to the decline, led by a fall in building permits.

"The big drop in building permits indicates the vulnerability of the housing industry to high interest rates," Research Director Rudy Oswald observed. "And the rise in the number of new unemployment insurance claimants points to the growing number of layoffs.

"A new recession would start from the highest level of unemployment during any postwar 'recovery,'" he pointed out. The national jobless rate spurted to 7.5 percent in July from 7.1 percent in June.

Negative indicators

Also negative for the index were the pace of deliveries, declines in raw materials prices, lower orders for factory equipment, and the month's average of 500 common stock prices.

Four indicators were positive: orders for consumer goods increased, the average factory workweek lengthened, the money supply expanded and more new businesses were formed.

The two monthly declines represent the first back-to-back drops in the sensitive economic barometer since the start of the long Reagan recession in 1981 and provided new evidence that the economy is entering a period of slower growth.

Meanwhile, the Bureau of Labor Statistics reported that worker productivity rose 2.7 percent on a year-to-year basis in the nonfarm sector of the economy during the second quarter.

Workers did not share the benefit of

Continued on Page 3

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9/1/84

Virginia AFL-CIO's President-elect David H. Laws and retiring President Julian F. Carper at the state federation convention.

D. H. Laws to succeed Carper as head of Virginia federation

Norfolk, Va.—The Virginia AFL-CIO elected a new president—David H. Laws—to succeed Julian F. Carper, who will retire Sept. 30 after 31 years as a full-time officer of the state federation.

Laws, 50, has served as secretary-treasurer since 1982. Earlier, he held a number of local and international offices with the Food & Commercial Workers.

The 600 delegates to the state federation's 23rd convention also elected Daniel G. Le Blanc of the Machinists as secretary-treasurer, Russell Axsom of the Steelworkers as vice president, and 34 executive board members—all for two-year terms.

Carper, 62, a member of the Clothing & Textile Workers, held the top state CIO post at the 1956 merger, and has headed the merged federation for the last 18 years. Carper's leadership role in the battle against segregated public accommodations and official Virginia's "massive resistance" to integration of the state's public schools, and the near-doubling of federation affiliations during his years as president were among the long list of his achievements cited by delegates, state and national union leaders and state government officials throughout the three-day convention.

Campaign momentum

AFL-CIO Sec.-Treas. Thomas R. Donahue urged the state federation to sustain the political momentum that provided the margin of victory for three new Democratic congressmen in 1982 and a majority of the Virginia delegation for Walter F. Mondale at this year's Democratic nominating convention, in the now all-out campaign for the AFL-CIO-endorsed Mondale-Ferraro ticket.

National COPE Director John Perkins outlined the labor movement's efforts in voter registration, member-to-member contact and get-out-the-vote programs. He reminded the delegates of the critical decision to be made Nov. 6.

"It's a choice between leaders who represent the values of just-plain people like ourselves—family, work, responsibility and compassion—and leaders whose attitudes are shaped by the values of the affluent, the ambitions of the corporations and the ethics of the marketplace," Perkins declared. He said that in the wake of nearly four years of "grief inflicted on working people and needy people" by the Reagan Administration there is little chance that 1984 will be a repeat of 1980, when "too many of us were hornswoggled by the New Right issues."

The convention unanimously endorsed Democrats Edythe Harrison for the U.S. Senate, incumbent Congressmen Norman Sisisky (4th District), James R. Olin (6th District) and Fred C. Boucher (9th District); and challengers John G. McGlennon (1st District), Lewis M. Costello (7th District), Richard L. Saslaw (8th District) and John P. Flannery (10th District).

In a break from regular convention business, delegates cheered the burning of the mortgage on the state federation's permanent headquarters building in Richmond, purchased in 1969 and financed by loans from a number of affiliated local unions.

Convention speakers included: Lt. Gov. Richard J. Davis, Atty. Gen. Gerald Baliles, State Sen. L. Douglas Wilder, House Majority Leader Thomas W. Moss, Jr., Chairman Richard M. Bagley of the House Appropriations Committee, Labor & Industry Commissioner Eva S. Teig, Sec. of Commerce & Resources Betty J. Diener, American Red Cross Labor Coordinator Chuck Johnson, and Alan A. Diamonstein, chairman of the state Democratic Party.

Affiliations pressed

New program spurs central body growth

Denver—A series of new rules and recommendations adopted by the AFL-CIO Executive Council are aimed at expanding affiliations with state and local central labor bodies and increasing their effectiveness.

The council, at its summer meeting here, approved a program recommended by the subcommittee on affiliations of the Ad Hoc Committee on State & Local Central Bodies. The panel was appointed by AFL-CIO President Lane Kirkland after the convention last October.

The council stressed that increased affiliations by local unions are the key to more successful state and local federation programs. It urged all affiliated unions and constitutional departments to start vigorous programs to persuade their local organizations to affiliate with the central bodies.

The council also directed the Dept. of Organization & Field Services to do state-by-state surveys of the affiliation status of locals of each national and international union. The results will be turned over to the parent unions.

The department will also urge the central bodies to step up their own recruiting and servicing programs.

In addition, the department will conduct an analysis of "programs, practices and performance levels" of the central bodies and put together suggestions for improving, expanding or restructuring the central body system. Per capita levels will also be studied.

The Executive Council also adopted the subcommittee's recommendation for a change in rules governing state and local central bodies.

A new section in Rule 12 now confirms the right of AFL-CIO representatives "to be present or take part in any form of central body activity as directed by the President of the AFL-CIO rather than as invited by the central body."

The subcommittee on affiliations, which was appointed by Kirkland at the council's February meeting, is chaired by AFL-CIO Vice President Wayne E. Glenn. Members include Vice Presidents Kenneth T. Blaylock, John DeConcini and Charles H. Pillard.

Programs under way

Glenn, who is president of the Paperworkers, pointed out that several international unions have already begun active programs urging their locals to affiliate with state and local AFL-CIO central bodies in their areas.

The subcommittee was formed at the recommendation of the Ad Hoc Committee on State & Local Central Bodies, chaired by Vice President Robert F. Goss. Since the convention, the panel has been studying the operations and the concerns of local labor federations.

The ad hoc committee, in its report to the council, stressed that state and local central bodies "serve as the voice of the labor movement at the grassroots," and that their effectiveness would be considerably expanded if all eligible local unions supported them through affiliation.

Both panels also have been studying ways in which state and local federations can strengthen themselves by expanding and improving their own programs.

Members of the ad hoc committee include AFL-CIO Sec.-Treas. Thomas R. Donahue, Vice Presidents Joyce D. Miller, Gerald McEntee, and Glenn F. Watts, Metal Trades Dept. President Paul Burnsky, Maritime Trades Dept. Sec.-Treas. Jean Ingrao, and Union Label & Service Trades Dept. Sec.-Treas. John E. Mara, as well as the members of the subcommittee.

Auto union targets GM, Ford as bargaining gulf continues

Continued from Page 1

Instead, Bieber said, "they are treating this as a takeaway round," and he stressed that the executive board had given him authority to sit at both bargaining tables and impress on the employers the gravity of the situation.

Along with making up for nearly $4 billion in concessions agreed to in the 1982 contracts, the UAW set job security as the "centerpiece" of this year's bargaining round.

The major concern is that jobs will be lost overseas in the coming years as the industry shifts production to cheap labor countries.

The UAW also wants to preserve jobs through agreements to curtail "outsourcing," the practice of sending work to non-union or overseas firms, and by curbing "excessive overtime" for current workers so more laid-off UAW members can be recalled.

Auto representation

The UAW represents about 350,000 workers at GM and 114,000 at Ford. Another 24,000 GM workers are represented by the Electronic Workers whose contract also expires Sept. 14.

GM and Ford workers have not had a wage increase since agreeing to pay and benefit concessions to help the companies two years ago.

But GM, which posted record profits of $3.73 billion last year, offered workers no more than a lump sum of $900 in wages over the life of a three-year agreement. The proposal also called for COLA changes—including shifting the base year from 1967 to 1971—that could cut wage adjustments by about 17.5 percent, the UAW said.

The company is demanding an intensified "two-tier" wage system that would start new hires at 75 percent of base wages and COLA with increases of 5 percent over a five-year period. A modestly lower wage scale for new hires was agreed to in 1982, but it brings workers to parity quickly.

GM's proposal on job security issues offered no concrete programs, and completely ignored the detailed options the UAW had proposed as talks began, the union said.

Ford, basking in its record profits of $1.87 billion, offered even less, with no wage increase, comparable COLA cuts, and equally vague rhetoric on job security issues.

Both companies agreed to continue forms of profit-sharing agreed to in the last contract.

Electric Boat pact ends UAW strike

Groton, Conn.—The Marine Draftsmen's Association, an Auto Workers' affiliate that represents some 1,100 draftsmen and designers at General Dynamics Corp.'s Electric Boat Division here, ratified a new three-year agreement ending its 14-month strike against the nation's largest defense contractor.

The contract, approved on Aug. 23 by UAW Local 571 members by better than a 2-to-1 margin, provides for the return of nearly 700 strikers to their jobs at the submarine plant.

General Dynamics had been the target of a campaign by the UAW and other unions to focus public attention on the firm's arrogance in bargaining, its dismal health and safety record, and its alleged overcharges on Pentagon defense contracts.

UAW President Owen Bieber and Vice President Marc Stepp, who heads the union's General Dynamics Dept., said that they felt the campaign had a "substantial impact" on the UAW-General Dynamics relationship, and it caused the company "to soften its stance" on bargaining issues. They added that it helped encourage governmental action regarding defense contractor abuses.

Economic package

The agreement provides one-time payments equal to 75 hours of pay in the first year of the pact, 60 hours in the second year, and a 3-percent wage increase the final year. Hourly pay averaged a little over $9 an hour.

The new contract institutes a two-tier wage system under which newly hired workers will be paid less, with the amount of the reduction varying by job classification. New hires also will receive less personal leave and reduced benefits in other areas.

Other provisions are higher sickness and accident and dental coverage, full retirement after the worker's age plus years of service equal 85, and agreement for the removal of scabs the company hired to replace the strikers.

The firm, which had been operating with 300 strikebreakers, said it will immediately hire back 160 strikers and recall up to 500 more within the next year. The remaining 400 or so will retain recall rights through the life of the agreement.

The status of Local 571 remains unclear as the National Labor Relations Board ordered a decertification vote by the union last June. A ruling on the outcome has been held up because of ballot challenges. A decision is expected within a few weeks.

Anderson sees Mondale's bid as 'best hope'

John Anderson, who polled nearly 6 million votes four years ago as an independent candidate for President, has declared himself in Walter Mondale's corner for this election.

Anderson, a former 10-term Republican congressman from Illinois who had been chairman of the House Republican conference, told 10,000 University of Illinois students that Mondale represents the nation's "best hope" in this election.

Anderson will head an Independents for Mondale-Ferraro campaign organization as part of what he termed "a new and powerful coalition" opposed to President Reagan's policies.

In another boost for the Democratic ticket, Jesse Jackson met with Mondale and a group of prominent black leaders and told reporters that his support is "wide-based, deep and intense."

Jackson, who galvanized a record black turnout in the spring primaries, said the policy differences he has with Mondale won't deter him from supporting the Mondale-Ferraro ticket "with great fervor."

These were some of the upbeat signs from a Democratic campaign that will move into high gear on Labor Day, the traditional starting point.

Labor Day parade

Mondale and Ferraro will campaign together on Labor Day, criss-crossing the country from New York to Long Beach, Calif., with a stopoff for a traditional small-city Labor Day celebration in Merrill, Wis.

They will then move off on separate campaign schedules with a midweek joint appearance in Portland, Ore.

For President Reagan, Labor Day will be spent at two campaign rallies in California. He has appearances at assorted conventions and business meetings that his staff has termed "presidential" rather than political events, and not charged to the Republican campaign.

Vice President Bush has booked almost as full a campaign schedule as Ferraro, but the Democratic vice presidential candidate continues to draw big and enthusiastic crowds.

District 1199 President Doris Turner details hospital settlement at ratification meeting.

District 1199 wins contract gains for 50,000 in 47-day hospital strike

Continued from Page 1

clerks, although the membership includes non-medical professionals such as hospital social workers. The union's members and leadership are mostly black and Hispanic.

District 1199 President Doris Turner, her voice hoarse from the marathon negotions that led to the settlement, said the union members can "go back to work with smiles on their faces." She told cheering union members that "we've taught the bosses that you don't mess with District 1199."

RWDSU President Alvin E. Heaps, who had helped rally national labor support for the strike, said "the solidarity of the District 1199 members was an inspiration to the entire trade union movement. They have every right to be proud."

An AFL-CIO Executive Council resolution had called on affiliates to support the New York hospital strikers, and the city's central labor council, especially unions representing municipal workers, had helped rally support.

The strike exceeded by one day the 46-day walkout by 3,500 low-paid employees of seven hospitals that in 1959 transformed a local union of pharmacists into the nucleus for a fast-growing health care union. A recent realignment resulted in the large New York area membership choosing to stay as a district of the RWDSU, while units in other parts of the country are to become a separately chartered National Union of Hospital & Health Care Workers on Oct. 1.

Both New York Gov. Mario Cuomo and Basil A. Paterson, who served as a special federal mediator, contributed to achieving a settlement. From the hospital management viewpoint, a key issue was whether revenues from Medicare and Medicaid patients would be sufficient to cover higher payroll costs.

Both the union and Cuomo contended that the increased reimbursements already budgeted were sufficient to cover any settlement. Cuomo said the state will make adjustments if the economic trends used to project future costs proved faulty.

Also bringing pressure for settlements were two opposite factors—a warning by the hospitals that strikers would be permanently replaced if an accord was not reached and the approaching eligibility for unemployment benefits of the strikers. New York is one of only two states that provide unemployment benefits in long-lasting labor disputes.

One "money-saver" that helped the settlement was no problem to negotiate. The first-year pay raise was made effective on ratification by the union, thus avoiding retroactive pay increases to workers who went through the picket lines. This met a large part of the management insistence for cost reductions.

Pressure on management

Adding pressure on management were warnings from hospital health inspectors that many of the institutions were falling below acceptable levels of patient care and cleanliness.

During the long strike, the diversity of District 1199's membership helped ease the hardships for strikers and their families. Social worker members used their professional skills to help fellow members with special problems. Other professionals outside the unit also donated services, including friendly doctors who provided clinic service after management had forced a cutoff in worker health insurance.

Lawyers provided free legal assistance, the credit union helped with emergency loans, and a unit was set up to assist in resolving landlord-tenant problems.

The strike affected a large portion of the city's non-profit health care facilities, but did not involve municipal hospitals or proprietary profit-making hospitals.

There was one hospital covered by the 1199 agreement where workers — with their union's approval—did not participate in the strike. That was at the Flower-Fifth Ave. Hospital, which specializes in care for disabled children.

Phelps Dodge corporate ties targeted

Denver—The Steelworkers, the largest member of a 13-union coalition striking for a new contract with Phelps Dodge Corp., has launched a corporate campaign to persuade the giant copper producer to come to terms.

Unveiled during the summer meeting of the AFL-CIO Executive Council here by USWA President Lynn Williams, the campaign will target institutional creditors of Phelps Dodge who are also stockholders in the company.

"Many of them hold union strike funds, union pension funds, health and welfare funds," Williams told reporters at a news briefing. "Consequently, union money may be subsidizing the debt of this anti-union company without our knowledge or consent."

Williams pointed out that, by the company's own admission, "Phelps Dodge's financial situation has the company hanging by a thread." He cited Phelps Dodge's just released Form 10-Q report to the Securities & Exchange Commission as documentation of its precarious condition.

"With the help of the AFL-CIO Industrial Union Dept. and other unions who have client relationships with Phelps Dodge creditors, the Steelworkers will organize a task force to meet with the firms to discuss their fiduciary responsibilities to us as depositors and investors and as union members," Williams said.

"We intend to question them about the creditworthiness of Phelps Dodge, while we of the labor movement question our continued relationships with these institutions," he said.

The Steelworkers and 12 other unions have been on strike at Phelps Dodge copper properties in Texas and Arizona since July 1, 1983. The company has since widened the gap at the bargaining table by toughening its position. It also is seeking to decertify the unions.

"Despite the criticism of the company by many political leaders and public-spirited citizens at the firm's strong-arm tactics against the strikers," Williams said, "Phelps Dodge has remained indifferent.

To break unions

"The company is clearly not concerned about its public image. Phelps Dodge has only one concern—to break the unions at any cost.

"The Wall Street creditors are the company's only hope of survival. Consequently, we have decided to take our case to Wall Street."

Williams said the USWA has learned from Phelps Dodge's own files that the company has lost $7 million so far this year compared to a $1.6 million profit for the same period in 1983 when there was no strike.

He said that in scrambling for cash, the company restructured its debt to avoid default on $109 million of obligations due in 1985. It did this by issuing 2.2 million shares of convertible exchangeable preference stock to its creditors, he said, using the proceeds to pay creditors.

Williams also noted that preliminary approval has been granted the company for a $200-million industrial development bond issue for pollution control in Arizona where two of its smelting operations are situated. The bond is sponsored by Greenlee County.

"So what we have here is a real possibility that Phelps Dodge, a well-known violator of environmental laws, may get a public subsidy to clean up their voluntary act of polluting the public's water and air," he said.

"What we have uncovered in our research and investigation into the company's financial structure leads to the conclusion that Phelps Dodge has failed to act in a prudent manner towards its stockholders, investors, workers, their community, and the public at large," Williams said.

Economic indicators send a warning

Continued from Page 1

the increase, however. Their real, or inflation-adjusted, compensation fell three-tenths of 1 percent over the same period.

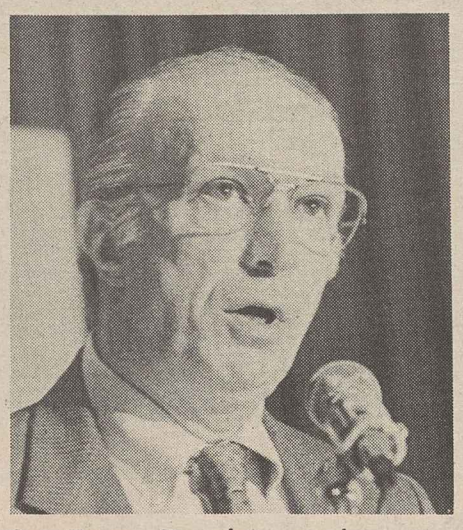
At the same time, unit profits from non-financial corporations—factories, wholesale and retail businesses, services, transportation and utilities—soared 32.3 percent from the year-earlier level after climbing 54.8 percent in the first quarter.

"Big business continues to pile up record profits at the expense of workers and consumers," Oswald charged. Auto makers, for example, are asking higher prices while seeking to deny workers any increase in wages and benefits in their current round of contract talks.

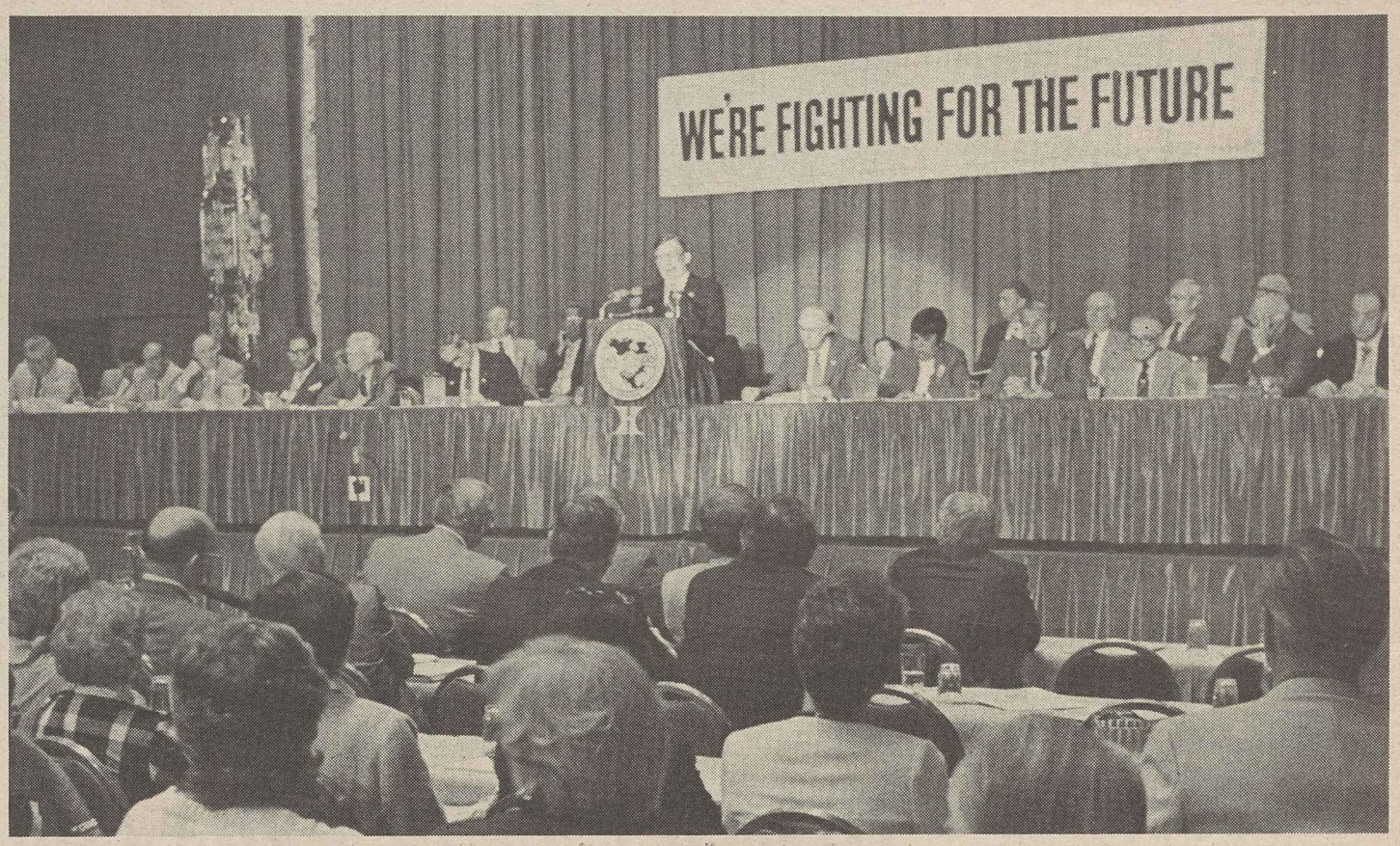
In still another Commerce report, the government said that sales of new houses in July matched June's annual rate of 630,000 units, but far below the February level of more than 700,000. Sales declines in the Northeast and Midwest were exactly balanced by improvements in the South and West.

The report on new house sales followed by one day a National Association of Realtors report that resales of existing houses dropped 6.1 percent in July.

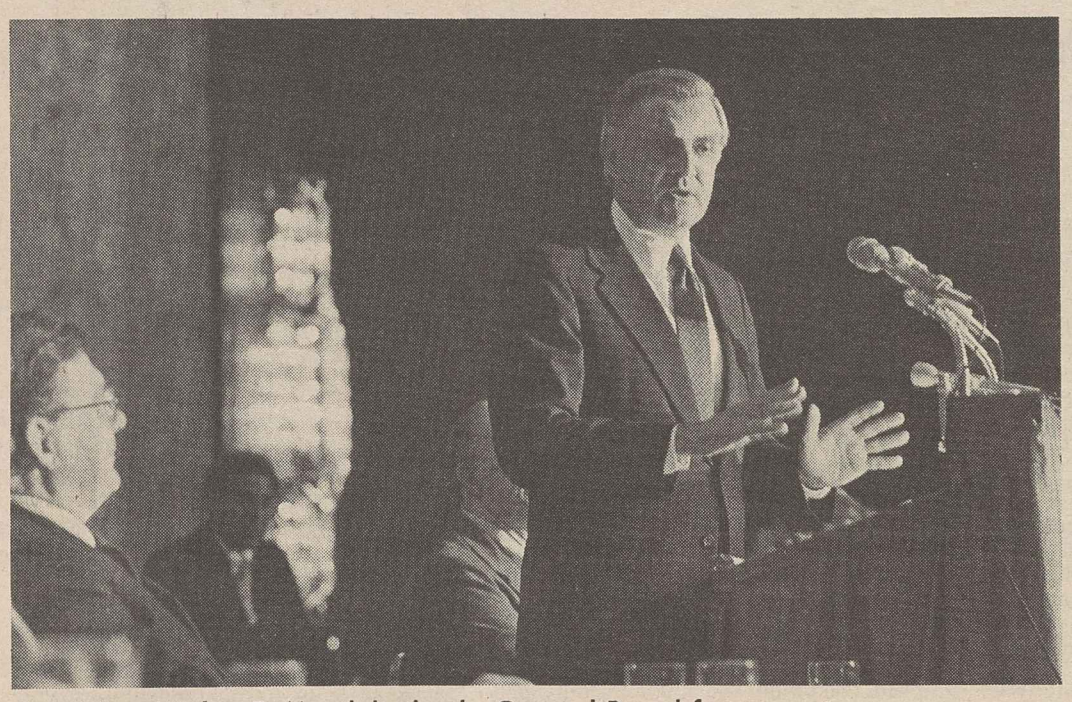
Fixed rate mortgages topped 15 percent in July, well above the 14 percent level that usually chokes off sales. Adjustable rate agreements have averaged 12.9 percent to 13.2 percent, depending on the type.



Sec.-Treas. Donahue reads General Board resolution.



President Kirkland contrasts records, positions of Mondale and Reagan.



Candidate Walter F. Mondale thanks General Board for support.

Large corps of reporters, photographers recorded the action.

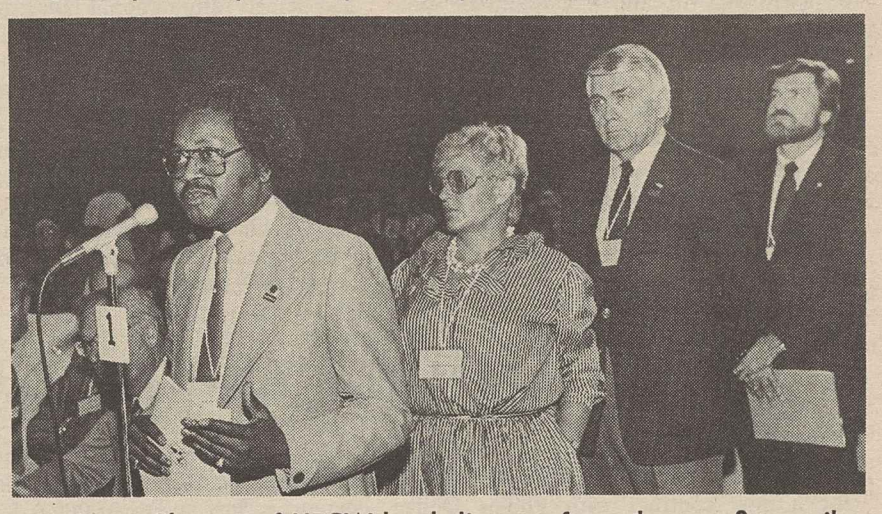
Reunion in Denver for labor, Mondale

Denver—AFL-CIO General Board members, meeting in advance of the Executive Council's summer session here, hailed the nomination of Walter F. Mondale and welcomed him as the Democratic presidential candidate.

In a resolution, the board pledged an all-out effort to present the facts to trade unionists and their families on why they should support the Mondale-Ferraro ticket and to see that they are registered and go to the polls on Election Day, Nov. 6.

Some two dozen members of the General Board, which was expanded to include state and local central body leaders as well as Executive Council members and top officers of affiliated unions and departments, spoke in support of the resolution, stressing the urgency of organized labor's efforts in this year's election.

On his part, Mondale promised a fighting campaign that will send him "across the finish line as a winner."



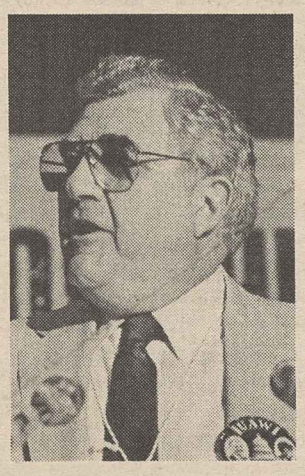
Dave Claxton of UFCW leads lineup of speakers at floor mike.

AFA's Linda Puchala

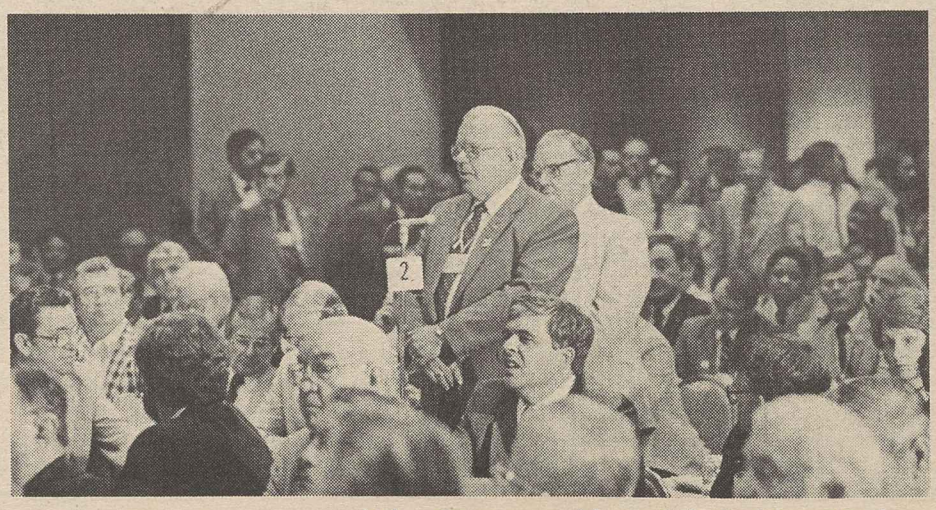
Ironworkers' John H. Lyons

Joyce Miller of Clothing & Textile Workers

Mary L. Yunt of Orange County, Calif.



Owen Bieber of Auto Workers



Milan Stone, president of the Rubber Workers

Postal union delegates all for Mondale

Las Vegas, Nev.—Delegates to the Postal Workers convention voted a unanimous endorsement of the Walter Mondale-Geraldine Ferraro Democratic presidential ticket and served notice that the union wouldn't be intimidated by management threats of Hatch Act retaliation.

Convention delegates were aroused at a Hatch Act warning given to the editor of an APWU local paper in Texas, Larry Brazell. The local had reprinted an AFL-CIO flyer, "Roll Back Reaganism," and Brazell was told by the Merit Systems Protection Board that any further printing of partisan political material would be considered a "willful" violation "and may lead to your removal from the Postal Service."

APWU President Moe Biller suggested to reporters that the attempted crackdown was the result of a "very unhappy" Postmaster Gen. William Bolger, who was thwarted in an attempt to "provoke a strike" instead of bargaining in good faith on a new agreement to cover some 600,000 Postal Service employees.

Intimidation pattern

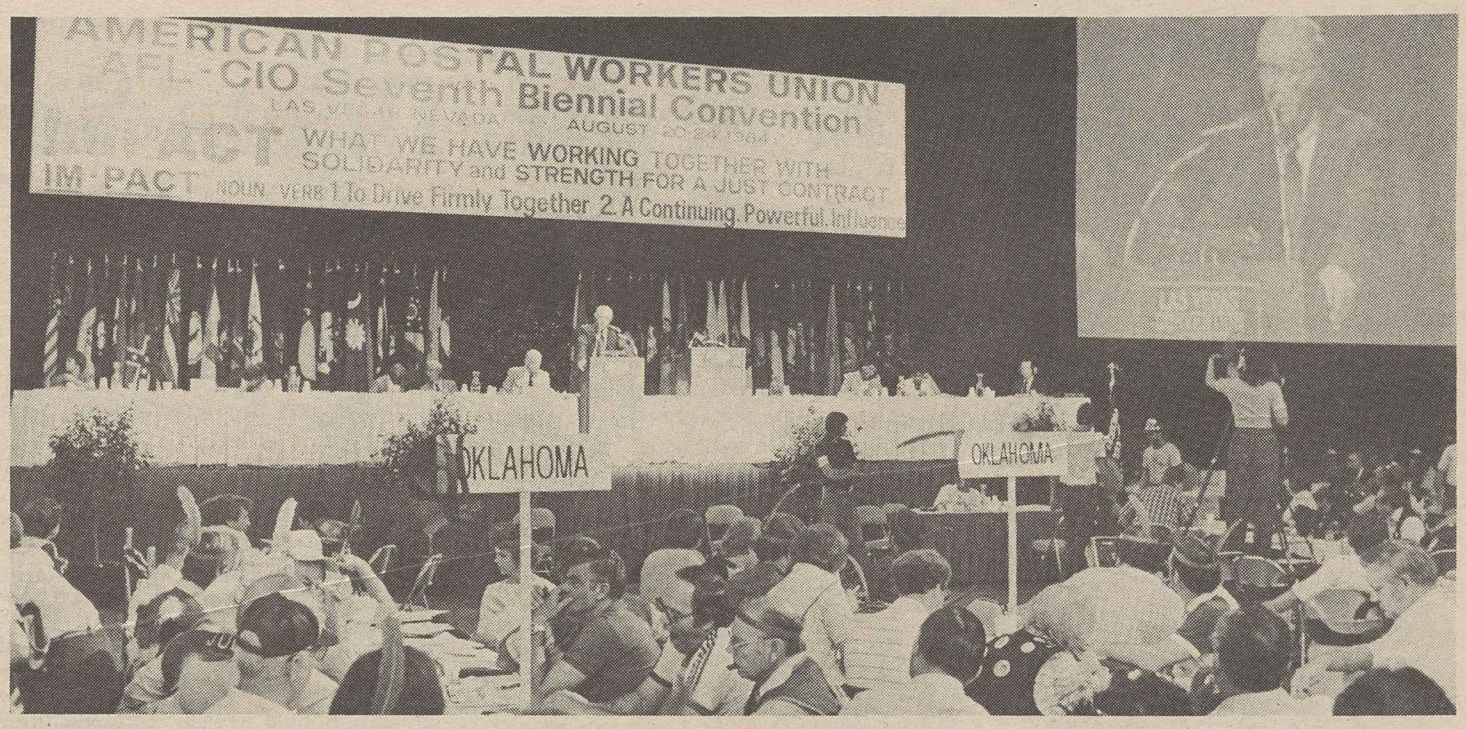
Biller said the Hatch Act flap fits a pattern of intimidation by the Reagan Administration in Labor Dept. orders to re-run last fall's election of APWU officers. The Labor Dept. action came just before the July 20 contract deadline.

There was no complaint filed by Biller's opponent for president in that election, but the Labor Dept. included Biller in its order to re-run the elections. In all, 41 union elections will be re-run because testimonial dinners in Biller's home local in New York and other cities allegedly violated Landrum-Griffin restrictions.

APWU publications, which are being screened for Hatch Act violations, already carry a "reviewed in advance" approval by the Labor Dept. due to the election re-run.

In other actions:

- A resolution vowed to use a recent court victory against React Postal Service as a model in winning restrictions on postal work going to private contractors.
- The convention approved a per capita tax increase for the national office tied to future postal pay increases. Delegates had previously voted down a flat $1 increase.
- Delegates collected $1,700 for Las Vegas members of the Hotel Employees & Restaurant Employees who remain on strike at four hotel-casinos and $10,000 for the APWU political action.
- Postal workers were praised by Rep. William Ford (D-Mich.) for having the courage to endorse Mondale-Ferraro and continuing to speak out in the face of Reagan Administration attempts to intimidate them.



AFL-CIO Sec.-Treas. Thomas R. Donahue pledges labor's support in Postal Workers' fight for a fair contract.

Letter Carriers convention adopts flexible merger plan

Las Vegas, Nev.—Trade union unity and encouragement for a merger of the nation's postal unions was a recurrent theme of the Letter Carriers convention here.

Delegates considered various merger resolutions and in the end voted to leave Letter Carriers President Vincent Sombrotto with maximum flexibility in exploring mergers.

The convention urged all NALC branches to affiliate with AFL-CIO state and local central bodies and heard Vincent Sirabella of the Hotel Employees & Restaurant Employees, Dennis Kist of the Theatrical Stage Employees and Gary Eads of the U.S. Air Traffic Controllers on the necessity of solidarity with other unions.

Aid to strikers

Sirabella thanked the NALC for contributing to the victory for Las Vegas hotel-casino workers by making clear to the MGM Grand Hotel that NALC would cancel its convention if the strike were not settled. NALC delegates later picketed the four hotel-casinos still on strike and contributed $4,000 to those workers' relief fund.

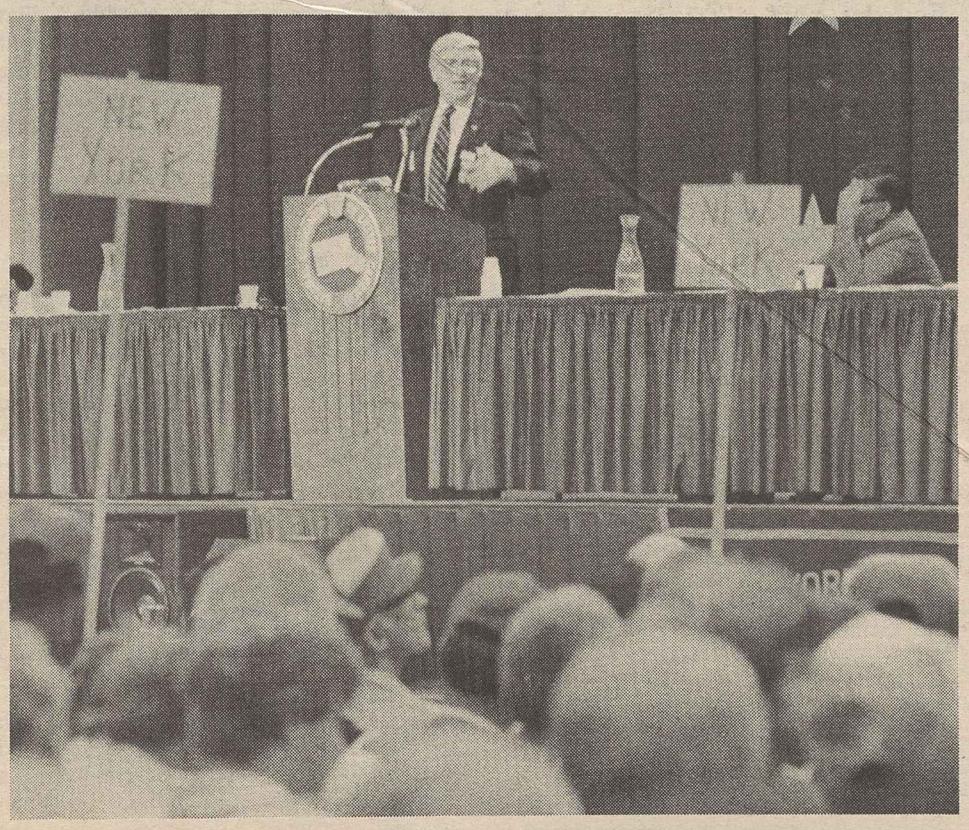
Delegates voiced loud and unanimous support for the Mondale-Ferraro ticket after being told the resolution of support was redundant because of the AFL-CIO endorsement. Rep. Ferraro was virtually drowned out by cheers when she spoke to delegates via satellite hookup on the convention's big screen TV.

The convention called off its 1982 boycott of the Combined Federal Campaign, the United Way for federal and postal employees, after assurances the National Right to Work Legal Defense Fund couldn't get CFC contributions unless donors earmarked their funds for it.

A proposal to change the union's current structure of conventions every two years and four-year terms for officers was rejected. Delegates also voted down a resolution limiting the union's ERA endorsement to no involvement with abortion under strong arguments that there was no link between the two.

Delegates voted to contribute $4,000 and work for U.S. asylum for Bernabe Hernandex-Soriano, a Salvadoran postal union president who was tortured and exiled by his government. Convention resolutions also opposed U.S. military aid to El Salvador, Honduras and Guatemala and urged no U.S. support for Nicaraguan rebel forces.

The convention gave the NALC its first minimum monthly dues structure, tied to two hours' pay of a starting letter carrier —currently $20.68—one-third going to the national union and two-thirds to the local. Sombrotto told the convention the revenue would be used to build an audio-visual center and expand the staff of the legislative, education and research departments.



Letter Carriers President Vincent Sombrotto chairs convention discussion.

U.S. trade deficit hits all-time high as imports surge

Continued from Page 1

numbers do not tell the entire story of how seriously the U.S. industrial base is being threatened by imports. The overvalued American dollar, up about 65 percent against other currencies from four years ago, actually means the imports are entering the country in even greater physical volume that the dollar figures indicate.

The Commerce Dept. reported that oil imports were up a modest 6 percent in July, almost entirely because of a similar increase in oil prices.

Also hard hit was the import-battered iron and steel industry. Imports of steel mill products into the United States skyrocketed in July to 2.7 million tons, about 33 percent of the total market, according to the American Iron & Steel Institute, which noted both figures set records.

The Commerce Dept. report showed that country by country, the U.S. trade imbalance was worst against Japan where the deficit reached $4.7 billion in July.

The trade disadvantage for the United States was $2.04 billion against Western European countries, $1.3 billion with Taiwan, $770 million with Mexico and $1.5 billion with the OPEC countries.

CWA asks talks to head off massive job cuts by AT&T

The Communications Workers called for national negotiations with the American Telephone & Telegraph Co., and the seven regional Bell System companies to discuss the proposed elimination of 11,000 jobs from AT&T Technologies' operations.

In telegrams to AT&T Chairman Charles Brown and heads of the Bell companies, CWA President Glenn Watts expressed shock at the number of job cutbacks—about 75 percent of them union jobs—and charged management with making workers pay for the Jan. 1 divestiture and reorganization of the Bell operating companies.

"We have yet to be shown that AT&T has done all it can to cut waste and reduce costs in other ways before sacrificing thousands of the good, productive people we represent and who have built this company," Watts said.

The projected cutback "is just the latest wave in a series of cuts and layoffs that have already eliminated some 32,000 jobs in less than a year," he observed.

"By its own admission, AT&T is management top-heavy to the point that it is difficult to make good decisions with all the different layers of managers," Watts said. "And this decision on laying off so many production workers seems to bear that out, and even make the problem worse," he stressed.

In calling for negotiations involving AT&T and all the Bell companies, Watts said "It is clear that there hasn't been enough coordination between AT&T and the divested companies in finding ways to preserve jobs and reduce the hardships on workers who have been shuffled here and there, and sometimes out the door, because of the breakup."

CWA represents about 90,000 out of a total of 225,000 AT&T Technologies employees, while the Electrical Workers and several unaffiliated unions represent some 60,000. The vast majority of the remaining employees are managerial.

Competition cited

Management insisted that the cutbacks are necessary to lower costs and allow AT&T to compete better against large computer companies. AT&T Technologies, among other things, makes and sells computers and communications equipment, and includes Bell Laboratories, the research and development center.

Watts pointed out that most of the workers whose jobs are being eliminated originally worked for the local Bell telephone companies.

"They helped to build the vast Bell System, and then they were sent to work for a company that didn't even exist until a few months ago," he observed. "The Bell operating companies are a part of this picture as well as AT&T. They share with AT&T the responsibility for what happens to these people."

Kirkland on Labor Day

Reagan record reflects 'icy disdain'

By Lane Kirkland

This is the 90th observance of Labor Day since Congress set aside the first Monday in September to honor the men and women who do the nation's work, create its wealth, pay its bills and form the backbone of its society.

For three years in a row, the meaning of Labor Day has been dishonored by a President who professes warm regard for working people on that one day and exhibits icy disdain for them on the other 364.

On that record, since this is a leap year, workers could expect a full 365 days of Presidential disregard. But since this is also an election year, we can expect Mr. Reagan's deep concern for the welfare of workers to last another 64 days—until the polls close on Nov. 6.

What happens after that, if he wins another four years in the White House, the last four years make all too clear.

Mr. Reagan is doing his artful best to persuade voters that the fantasies he weaves on television are the reality and that their own experience is the illusion.

Examine the record

So nothing is more important than that workers remember what really happened to them under the Reagan Administration and that they examine the record backward and forward.

He got to the White House by promising to cut taxes and inflation, balance the budget, eliminate the deficit and multiply jobs.

He did cut taxes and inflation. He did it in ways that wounded the middle class, increased the number of poor, redistributed the nation's wealth toward the rich, and unbalanced not only the budget but the whole economy. What he multipled several times over was the deficit. What he eliminated was millions of jobs.

All that, despite the rosy promises, was what the American labor movement foresaw and warned against.

When this Administration came to power, claiming a mandate for the crackpot economic theories of the radical right, we were virtually alone in warning that Ronald Reagan's policies would bring great injury to millions of working Americans and their families.

We denied that phony "mandate" and fought those destructive policies every inch of the way, and we were right.

We said Ronald Reagan would deal with inflation by throwing people out of work. He promised he would not. He gave us the most massive unemployment since the Great Depression.

At the public till

We said Ronald Reagan's tax policies would benefit the rich. He said they would not. He gave his fancy friends a $750-billion tax-cut handout from the public till, at the expense of the average American and the nation's future.

We said Ronald Reagan's tax giveaways, combined with huge and mindless increases in defense spending, were the most reckless and irresponsible fiscal act in our history. He promised they would lead to a balanced budget by 1984. He gave us the largest and the most costly and dangerous federal deficit in history. He has mortgaged our children's future to pay for the exemption of the rich from their proper share of the cost of defending and maintaining a free and open society. The Reagan formula for keeping the radical, blue-nosed right in power is a simple one: Borrow and borrow, spend and spend, elect and elect.

Under that formula, half the taxes we pay do not contribute to the defense or the betterment of our country, but to pay the interest on the huge sums borrowed by Mr. Reagan's Treasury. And because of that borrowing, we pay another enormous tax to private bankers in the form of the highest real interest rates in American history. Those are the most cruel, most regressive and most unproductive taxes of all.

We said Ronald Reagan's "free trade" policies would export American jobs and erode the nation's industrial base. He promised that the invisible hand of the international free market would set things right. He gave us a trade deficit that is now running at $120 billion for this year alone—that is a measure of the jobs, hopes and opportunities that are being drained from this country in a growing flood, year by year.

We said Ronald Reagan's policies would hurt the weakest and the poorest of our people. He promised not to shred the safety net under the "truly needy." He gave us the first increase in the poverty level since the beginning of Lyndon Johnson's "war on poverty."

Surely, he loves the "truly needy"—he has made so many more of them.

We said Ronald Reagan represented the far right of the Republican Party and would seek to undermine and weaken the trade union movement. With an air of injured innocence, he said: "Who, me—a former president of the Screen Actors Guild?" He gave us a National Labor Relations Board stacked with pedigreed union-busters; a Labor Dept. dedicated to the dismantling of Davis-Bacon, OSHA and other worker protections; and a cruel, vindictive campaign to destroy a small union of air traffic controllers and blackball its members. He delivered to the advantage of Neanderthal employers a standing army of the desperate unemployed, some driven even to scab on their brothers and sisters, if need be, just to feed their families.

Reason to be proud

Trade unionists everywhere can be proud of the way we have held our ground and carried on the fight against all onslaughts of the radical right.

We were admonished to lie low and bend with the breeze. We were told that it didn't matter whether we were right or wrong, that common sense and a decent regard for the less powerful could not prevail against the Great Communicator's Hollywood skills and mastery of the media.

We did not heed that advice. We did not try to curry favor or seek a separate peace with Reaganism for the sake of any narrow special interest.

The trade union movement stood against Ronald Reagan and for common sense the first time around, and we are prepared for Act Two.

But this time, we have something else going for us. We have candidates for the presidency and vice presidency whom we had a voice in selecting.

Fritz Mondale was the overwhelming choice of our members for the Democratic nomination, and they turned out in primaries and caucuses from coast to coast to help him win at the Democratic Convention. Our members know him, and he knows them.

And we have known Geraldine Ferraro for many years. She, too, understands the problems and needs of working people, and she knows how to fight for their concerns.

We have a ticket we can be proud of—a ticket that can win in November.

Campaign effort

On Labor Day 1984, we stand at the beginning of a crucial election campaign, and of a new chapter in the long history of our movement. What we do, or what we fail to do, from now until Nov. 6 will largely determine where America is going for the remainder of this century.

Between now and then, our movement has no higher priority than to make sure that our members understand the urgency of the choice before them and turn out to vote in unprecedented numbers.

The size of the challenge is matched by the scale of the opportunity, and we have in our hand one of those very rare opportunities to make a very big difference in the shape of things to come for future generations. I believe that our movement is equal to that challenge.

From coast to coast, our movement is united as never before, and the spirit of solidarity is strong in our ranks.

That is the real source of our strength—and of our confidence that, whatever the odds, we shall prevail.

Donahue on Labor Day

Workplace cooperation still a two-way street

By Thomas R. Donahue

On Labor Day 1984, workers are getting two conflicting messages from their employers and their government.

One is that the world has changed for the better, that the economy is in such wonderful shape that workers should not bother with organizing or joining unions.

The other is that the world has changed for the worse, that the economy is in the grip of unforeseeable change, and that the future depends on the willingness of workers—without their unions—to cooperate with employers and the President is staving off disaster.

Limits of cooperation

But the cooperation of workers is sought in very limited areas. They are asked to cooperate with employers in holding down labor costs and with President Reagan by helping him to win four more years to continue the wonderful things he has been doing since 1981.

Trade unionists have nothing against cooperation, but they take a broader view of what it means.

We would like to see the fullest possible degree of labor-management cooperation in this country, but it must be based on mutual acceptance of the other side's right to exist, acceptance of the bona fides of the other side.

While it must include an acceptance of corporations' needs to be productive and to generate capital for investment, production, payroll and profit, it must also include an acceptance of workers' needs to be undisturbed and unintimidated in their rights to form unions, or to be participants in forms of industrial democracy which would guarantee their dignity and the decency of their living and working conditions.

Until those things are an accepted part of the labor-management scene, it seems to me silly to speak about labor-management cooperation other than as an abstract principle.

Workers are not afraid of change. The trade union movement they have created is an instrument of change, designed to foster change and to manage it, prepared at all times to change itself in whatever ways its members' interests require.

It is not prepared to passively allow others to manipulate change in ways in which the benefits of change accrue solely to employers and investors, as President Reagan has done with the nation's tax structure and foreign trade policy, and as employers are seeking to do with technological innovation.

Certainly, the world has changed. The labor movement helped change it. The essential challenges we face, and the strategies and tactics by which we meet them, have changed enormously.

Labor's unchanged task

But the role of the labor movement has not changed or diminished. It is the same in 1984 as it was in 1948 or 1894. Union members are what they always were: working men and women who have banded together to improve their lot and their country—to improve the human condition in America.

We insist that economic activity should be directed to ends that benefit not only workers, managers and stockholders, but the whole human family, including the young, the old, the sick, the unemployed, the poor and the disadvantaged.

We seek to bring about a fairer sharing of the nation's wealth and a broader participation in its social, educational and cultural resources in order to give every citizen a chance to develop his or her maximum human potential.

To bring about such a world requires the fullest cooperation of labor and management and government, as well—since government alone has the authority and resources to establish specific goals and coordinate the national social and economic policies to get the job done.

Federal role

Mr. Reagan and Mr. Bush repudiate the notion that government has a constructive role to play in helping to shape the economic policies that will decide the future of American society. That is why the labor movement is working so hard to help elect Walter Mondale and Geraldine Ferraro, who share our view of what government is for.

America needs a national industrial policy that does not abandon the field to exploitation by foreign countries and multinational corporations.

If we continue to allow individual corporations to dictate economic developments, and to allow other nations to outmaneuver us on trade, and continue to label anyone in the United States who raises these issues a "protectionist," then all we're doing is arranging the funerals of the steel industry, the auto industry, the garment, textile and electronic industries—and insuring massive, continuing unemployment in the United States.

The choice we face comes down to this: We can establish an industrial policy and a sensible trade policy of our own, or we can have it dictated to us by the already established industrial and trade policies of the other industrialized nations.

There is no question that the labor movement is the one force that can ease the transition from a manufacturing to an information- or service-dominated economy. If we succeed in increasing the level of organization in the service sectors—hospitals, hotels, restaurants, laundries, garages, maintenance and all the rest—they will no longer be the minimum-wage jobs with zero benefits that most of them are today. Where our unions have succeeded in organizing within those industries, the workers they represent have made real progress. But we know that without a union presence, those jobs will never rise above rock-bottom. And as long as we have a government dedicated to minimizing the effectiveness and reducing the influence of trade unionism in the American economy, progress will remain dead slow.

Shorter workweek

The surest contribution that we can make to job creation is to address the question of reducing the standard 40-hour workweek. It is more than 50 years since that standard has moved, more than 30 years since the poorest jobs in the lowest-paid service industries went to 40 hours.

No movement has been politically possible in the bleak years of high unemployment brought about by the Reagan Recession. When the economic climate improves, the time will have come to launch an all-out effort to reduce the standing army of unemployed people that recovery has not so far touched.

These are some of the issues on which the labor movement stands ready and eager to cooperate with fair employers, a responsible administration and a people-oriented Congress. We hope, after the November election, to meet them.

EDITORIALS

Labor Day 'Friends'

WITH ANOTHER Labor Day upon us, it is amusing to look across the horizon to see the warm-weather friends of the workers coming out of the shadow.

The politicians join the holiday picnics, elbow their way into the parades and dispense glowing statements of support for the working people of America.

Although union members, who initiated Labor Day in 1882, are immune to most of this hypocrisy, a new element has been added in 1984.

Madison Avenue has discovered workers with a vengeance this year. General Motors is running ads in magazines featuring some of its workers. One is even allowed to wear his Auto Workers hat.

The fact that GM has just asked its workers to forgo wage increases in its current negotiations with the UAW is not mentioned. And, of course, there is no reference to the immense profits GM has piled up or the fat bonuses paid executives earlier this year.

This year's top prize for hypocrisy, however, goes to the Adolph Coors Co., which is spending millions on a television commercial that extends greetings from its employees to the working people of America.

The happy "workers," naturally, are professional models, but clearly Coors's ad agency has been looking at the anti-union, anti-worker history of the Golden, Colo., company. The agency knows that the long boycott against Coors products initiated by the AFL-CIO and supported by many other civil rights organizations, has been highly successful.

COORS, you will remember, is the outfit which required its workers to take lie detector tests, undergo searches and suffer other indignities and invasions of their privacy. The company broke a Brewery Workers' local there after the union members, by an overwhelming majority, voted to strike over those issues of civil rights.

Since 1976, Coors has seen its competitive position decline. The company is brewing less beer today than it did eight years ago. The company's per share profits in 1984 are about half of what they were last year.

Coors has tried to counteract the boycott effects, which struck hardest in California, once its most lucrative market, by expanding elsewhere. But the unity of the trade union movement behind the boycott has met the company wherever it tried to market its products.

The new advertising gambit will not help Coors. No matter how they dress up their message, the sponsor is still the same anti-union, anti-worker management.

One on One

THE PRESIDENTIAL election can be won or lost in the next month or so, and not by anything the candidates do or say.

The election, and all that it means to this country, could hinge on the success of the various efforts to register new voters.

Labor's effort is a "one-on-one" campaign which recognizes that a personal approach or one worker to another is immensely more effective than the most eloquent leaflet, editorial or speech.

Ronald Reagan is credited with a "landslide" victory in the 1980 presidential election—quite properly in view of his near-sweep of electoral votes.

His "mandate," however, came from less than 28 percent of the potential electorate.

Reagan polled 50.7 percent of the vote cast, but less than 54 percent of Americans of voting age bothered to cast a ballot.

Public opinion polls quite understandably focus on probable voters. A change of even a few percentage points in the Election Day turnout could translate into a strong swing. In any event, it is bound to translate into a more meaningful "mandate" for the victor.

Uncounted millions

Traditional BLS report skips phantom jobless

By David A. Page

David A. Page is chairman of Regional Research Inc., a nonprofit organization that is concerned with regional economic development. His article appeared on the Op-ed page of the New York Times, Aug. 24, 1984.

Unemployment figures, like all statistics, can be misleading. In the unemployment rate, accuracy depends not just on who you count, but who you don't count.

The Reagan Administration reports the national unemployment rate for July as 7.5 percent, with 8.5 million people unemployed. But the Joint Economic Committee of the Congress reports that 2.5 million people have disappeared from the labor force, and the real jobless rate is 9.7 percent.

In studying employment patterns in a three-state region comprising western Pennsylvania, eastern Ohio and West Virginia over the past three years, we have discovered the same pattern: unemployment figures that look good only when we ignore the phantom unemployed—those who have dropped out of the labor force.

In the first year of our survey, from December 1981 to December 1982, 259,000 people became unemployed, and the unemployment rate went from 11 percent to 16 percent. From December 1982 to December 1983, the unemployment rate dropped from 16 percent to 12.8 percent. However, the number of employed people actually dropped by 8,000 while the labor force of about five million decreased by 194,000 people.

Dwindling workforce

Thus, the 3.2 percent improvement in the unemployment rate was due to people disappearing from the labor force and not to an improvement in employment. When the 194,000 phantom unemployed were added to those being reported as unemployed, the rate returned to 16 percent.

Our analysis for May 1984 shows an additional 95,000 people employed this year. And the reported unemployment rate has declined to 11.2 percent. The number of phantom unemployed has also dropped, to 137,000. Again, when these phantom unemployed workers are added to those people reported as unemployed, the unemployment rate rises to 14 percent.

What has happened to the phantom unemployed? A fraction of them have been retired early and involuntarily, and 2 percent of our population has left the region in the past two years, according to the Census Bureau.

Almost all of the phantom unemployed are still in the region. Having lost their jobs and exhausted their unemployment compensation, they are no longer counted by the Labor Dept., which refers to them as "discouraged workers."

The costs to all

Unemployment exacts heavy costs, socially and economically. The tragedy of a strong working family being torn apart by joblessness needs no elaboration. Beyond that, federal and state governments pay $20 billion a year for every one million unemployed workers (in unpaid taxes and benefits), according to the Office of Management & Budget. At that rate, the 823,000 unemployed workers in our region between December 1982 and December 1983 cost federal and state governments $16.4 billion.

On the national level, 11 million unemployed workers (this includes both the reported and the phantom unemployed) cost our federal and state treasuries as much as $220 billion annually. This figure surpasses our current federal budget deficits of nearly $200 billion.

It is not my purpose here to suggest remedies to the unemployment problem. But the fact that unemployed people in our region alone cost about $16 billion last year, and that unemployment in the nation cost about $200 billion, suggests that the government should explore regional and national policies of reindustrialization aimed at providing work for the permanently unemployed. Doing nothing is the most expensive alternative.

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Latin workers bear brunt of austerity policies

Cuernavaca, Mexico — Austerity programs imposed on Latin American countries as a price for gaining loans from the International Monetary Fund and private banks are causing great hardships for workers and the poor and are stretching the limits of political tolerance, Deputy Director Henry Schechter of the AFL-CIO Dept. of Economic Research warned.

"They also seem to neglect alternative types of conditions which could lead to a slowdown of inflation and encourage balanced growth by spreading the burden of austerity to other portions of the society," Schechter said.

His warning was sounded in a paper presented to a conference of 100 labor officials from the United States, Canada, Europe, and Latin American countries. Sponsors of the conference to explore new approaches to the economic crisis in Latin America and the Caribbean were the Inter-American Regional Organization of Workers (ORIT) and the International Confederation of Free Trade Unions.

Loan procedures

Schechter's paper described the procedures followed when a member nation requests an IMF loan. Studies are made of the country's economy and the IMF insists that the country adhere to an "economic adjustment program," generally referred to as IMF "conditionality," designed to assure repayment of the loan by achieving a positive balance of exports over imports and by new borrowing.

Among the conditions, typically, are devaluation of the national currency, a reduction in budget deficits that generally involves reducing social programs, and tighter monetary and credit policies. In addition, the adjustment program often calls for a reduction in workers' real wages.

The resulting social pressures have produced turmoil in a number of countries, Schechter pointed out.

For example, in Brazil the very stringent wage adjustment measure required by the 1983 IMF-approved program in the face of continuing high inflation "led to rioting and burning of crops by sugar cane workers in Guariba in May," Schechter noted.

"At the Fiat plant in Betim, 12,000 workers staged a strike for higher pay which was declared illegal. Government teachers and health workers also have been involved in disputes."

Schechter noted that Argentina has been negotiating with the IMF for months, but has reached no agreement because the democratic government there has refused to adopt measures to lower real wages.

Workers in loan-recipient countries have had little or nothing to say about the terms and growth of the soaring Latin American debt, Schechter said. The large private banks in big industrialized countries, such as the United States, can pretty well set the terms.

"They (the banks) are not interested in people, only the money," Schechter said.

"Yet, through increased unemployment and reduced real wages, workers have borne the brunt of adjustment program austerity."

The IMF adjustment programs have reduced living standards for workers in the debtor countries without exacting equitable sharing of sacrifice from other social groups, Schechter observed.

He urged conference delegates to carry back the message that the labor movements of the various countries can influence their governments, and agendas like the IMF, to pursue less harsh and more effective remedial policies.

"It must be recognized," Schechter stressed, "that IMF adjustment programs which include cutbacks in real wages and rigid restrictions upon imports are not the only possible approach to an attempted restoration of stable economic growth and the ability to meet debt repayment obligations.

"In fact, the success rate of that approach in Latin America is still to be established, and it may turn out to be counter-productive in a number of cases," he said.

His paper detailed the AFL-CIO analysis of the origins and magnitudes of the debt problem. It suggested an alternative approach that would include grace periods on principal repayments, longer loan repayment periods, and limitations on interest rates and commissions or fees for debt restructuring and refinancing.

"With such more liberal restructured debt arrangements, economic adjustment program modifications could be adopted that would reduce the risk of pushing countries beyond the bounds of political tolerance," Schechter said.

Inducing stable growth

"Modifications could be designed to inject more equity and economic balance into adjustment programs and thus increase the likelihood of inducing more stable economic growth. To help maintain domestic economic demand and avoid a contraction in the economy and in employment, programs should avoid cutbacks in already low consumption patterns."

To the extent that debt restructuring and economic recovery permit, Schechter continued, real wages should be restored to levels that prevailed before the austerity programs, and workers should be free to bargain for wage increases as productivity improvements boost the national real income.

Also, the loan-recipient countries should be encouraged by the IMF to improve their tax codes to make them more equitable and effective, he said.

Besides Schechter, the AFL-CIO delegation at the conference included Exec. Dir. William C. Doherty, Jr., of the American Institute of Free Labor Development, AIFLD Assistant Exec. Dir. Jesse Friedman, and AIFLD Regional Director Michael Verdu.

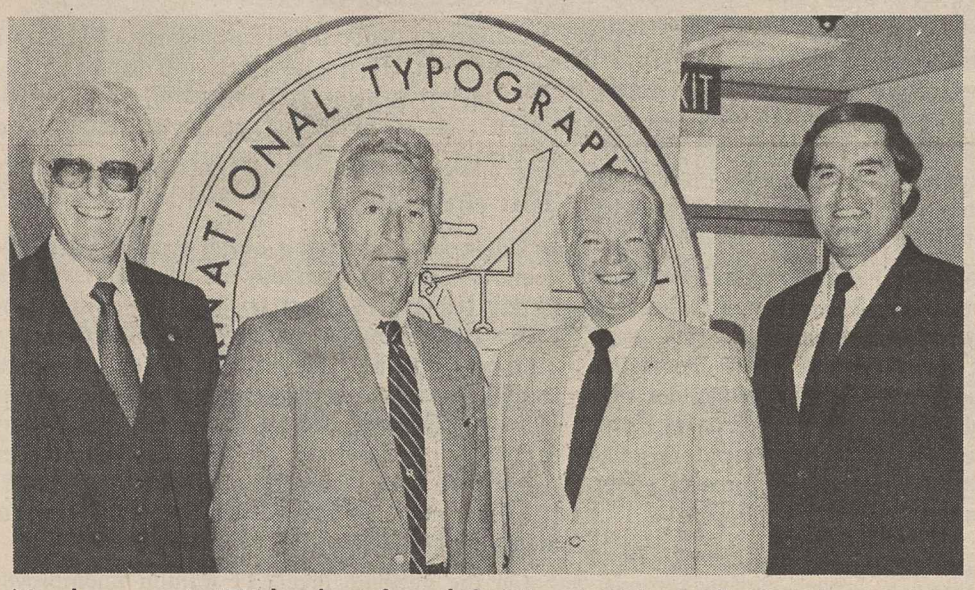
Among the major speakers were ORIT Sec.-Gen. Luis Anderson, ICFTU Gen.-Sec. John Vanderveken, and President Miguel De La Madrid Hurtado of Mexico.

Federation protests Nicaraguan takeover

The AFL-CIO strongly protested the Nicaraguan government's seizure of the trade union headquarters in Managua, and called for the immediate release of a jailed union member.

In a cable to Interior Minister Tomas Borge, Federation President Lane Kirkland charged that occupation of offices of the Confederacion de Unificacion Sindical (CUS) and intervention in its internal affairs are in direct violation of the International Labor Organization's Convention 87 guaranteeing freedom of association.

ILO Director-Gen. Francis Blanchard has also protested the government's action. The takeover occurred last week after CUS delegates to the ICFTU-ORIT conference in Mexico returned to Managua, and found their offices taken over by an oppositionist group within the CUS. They took back control, but government troops moved in and closed the headquarters.



Newly sworn-in ITU leaders, from left, Vice President Billy Joe Austin, Sec.-Treas. Thomas Kopeck, President Robert S. McMichen and Vice President William Boarman at the union's headquarters in Colorado Springs, Colo.

ITU's new officers installed as Labor Dept. certifies vote

Colorado Springs, Colo.—The 10-month battle for leadership of the Typographical Union ended with the Aug. 27 installation of officers after the Labor Dept. dismissed challenges to the June elections by ousted incumbents.

The ITU's new officers—President Robert S. McMichen and Vice Presidents Billy Joe Austin and William J. Boarman—will serve with re-elected incumbents Sec.-Treas. Thomas Kopeck and Vice President Allan J. Heritage until Dec. 31, 1986.

McMichen welcomed the Labor Dept.'s certification of the election, stressing that "it is especially satisfying in that it signals the end of a long and difficult year for all of us in the ITU."

Noting that the union's convention begins Sept. 8, in Atlantic City, N.J. McMichen said, "We will do everything in our power to make that convention a process of healing and reconciliation. It's time to put our differences behind us and get on with the real business at hand, the business of making sure that printers, mailers, and other workers in our industry get the best possible representation," he said.

McMichen defeated incumbent ITU president Joseph Bingel and a key to his 2-1 election victory was his support for merging the ITU with an AFL-CIO affiliate. Bingel wanted to merge the union with the unaffiliated Teamsters.

Initial election

In the ITU election held last November, McMichen bested Bingel by nearly 5,000 votes, but the union's canvassing board prevented him from taking office, citing voting irregularities. It promised to schedule a re-run election after March 1984.

Meanwhile, Bingel and the other ITU incumbents signed a merger document with the Teamsters and scheduled a referendum on that action. Six ITU California members sued in federal court in San Francisco to block the referendum.

Federal District Court Judge Thelton Hendersen issued an injunction, staying the referendum until the elections were held. In late July, he extended the injunction through Sept. 17, a move which effectively prevented the union from holding a rescheduled merger referendum which the Bingel-led board had planned.

The Labor Dept. intervened at the request of McMichen and scheduled a mail re-run ballot covering all five ITU executive council seats.

The losing incumbents challenged the Labor Dept.-supervised elections, charging that the AFL-CIO illegally aided their opponents. The Labor Dept. found the charges invalid and certified the election.

At the swearing-in ceremony, McMichen said he would delay announcing the new "programs and plans I have for the ITU," so that the executive council could center its efforts on the "immediate business" of the union.

California court bars 'con-con' vote

California's Supreme Court has upheld the AFL-CIO's challenge to a ballot proposition designed to compel the legislature to call for a national constitutional convention to act on a balanced budget amendment.

If the 6-1 decision is allowed to take effect immediately, the controversial Proposition 35 will be dropped from the November election ballot—and the threat of a constitutional convention will be eased.

The U.S. Supreme Court isn't in session, but the proposition's sponsors have asked Justice William H. Rehnquist to issue a stay that would prevent the California court ruling from being implemented at this time. It would then be up to the full court next fall to decide whether to review the California court's decision.

Joining the AFL-CIO in challenging the proposition was a coalition of national and state organizations that consider a mandatory balanced budget unworkable and the untried device of a constitutional convention hazardous to American government.

The coalition included religious groups with ties to all the major faiths, state and national civil liberty groups, the State, County & Municipal Employees and the Service Employees, Hispanic and black organizations, women's groups, farmer and senior citizen organizations.

Their target was an attempt to use California's initiative law in a way that the AFL-CIO contended violated both the federal and state constitutions as well as state law.

Since 1975, legislatures of 32 of the required 34 states have passed resolutions petitioning for a constitutional convention. California wasn't among them, and the self-styled taxpayers groups sought to use the state's initiative procedures to force the legislature to do so.

Right-wing efforts

The right-wing group spent—by its own estimate—hundreds of thousands of dollars getting signatures from more than 5 percent of the voters to qualify for a spot on the ballot.

It was the nature of the proposition, not the signatures that led to the court challenge.

If the proposition were approved, members of the legislature wouldn't get paid unless the legislature voted for the balanced budget constitutional convention.

The state's highest court ruled, however, that the proposition was not suitable for the initiative procedure, and amounted to an attempt to coerce the legislature, not enact legislation.

The opinion, by Justice Allen Broussard, said the federal constitution allows for the convening of a constitutional convention only by call of two-thirds of the state legislatures, not through a state initiative procedure.

"It envisions legislators free to vote their best judgment, responsible to their constituents through the electoral process, not puppet legislators coerced or compelled by loss of salary or otherwise to vote in favor of a proposal they may believe unwise," he wrote.

At a news conference in Washington, National Taxpayers Union Chairman James Davidson announced the effort to get the proposition restored to the ballot until the U.S. Supreme Court has considered the issue.

Davidson charged that the California court was "politically motivated" and suggested that its members were angling for appointments to the U.S. Supreme Court in a "Mondale Administration."

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Unity spirit marks Labor Day

Walter Mondale and Geraldine Ferraro in New York's annual Labor Day parade. AFL-CIO Sec.-Treas. Thomas R. Donahue was grand marshal.

Mondale, Ferraro join New York City parade

By Susan Dunlop

Amid a sea of waving flags and banners and cheering unionists, Democratic Presidential candidate Walter Mondale and his running mate, Geraldine Ferraro, joined in the New York City annual Labor Day celebration.

Renewal of the spirit of solidarity among trade unionists marked the holiday observance in the nation's largest city—and in communities large and small across America.

AFL-CIO Sec.-Treas. Thomas R. Donahue was this year's grand marshal for the colorful, traditional parade in New York which drew some 500,000 participants throughout the eight-hour course of the march. Donahue formerly was on the staff of Service Employees Local 32B in New York.

Joining him in stepping the parade off to an early morning start with Mondale and Ferraro was AFL-CIO President Lane Kirkland and Harry Van Arsdale, president of the New York City Central Labor Council. New York Gov. Mario Cuomo and Sen. Daniel Patrick Moynihan, both Democrats, also joined the leading ranks.

They were followed by thousands of cheering union members along the miles-long parade route representing nearly every trade and profession in the metropolitan area and by contingents from organizations that work closely with labor on key issues.

Banners and signs waved by marchers proclaiming their pride in their unions were liberally mixed with banners protesting a wide variety of Reagan Administration policies viewed by the workers as unfair.

Hometown favorite

Union members sent up special cheers for Ferraro, a congresswoman who represents a district in nearby Queens, one of the five boroughs that make up New York City.

The march got off to an early start so that Mondale and Ferraro could make a full coast-to-coast schedule of Labor Day events. From New York, they joined some 9,500 enthusiastic unionists and other supporters at a rally in the small, farm and manufacturing community of Merrill, Wis. The candidates wound up the day at a rally in Long Beach, Calif.

Mondale, in his speech in Wisconsin, called the 1984 campaign a tough test for the future of the nation and stressed that Americans are "not an unfair people, we're an honest, above-board people. . . . We're not a selfish people, we're a caring people."

He warned the crowds that under a second Reagan Administration the burden of tax increases and budget cuts "will fall heaviest on Americans of average means."

Whoever is elected, Mondale said, must squeeze the budget and restore revenues, "but the question is will it be done fairly. . . . Who will pay?"

"I refuse to make your family pay more so that millionaires can pay less," Mondale told the cheering crowd.

New York's Labor Day celebration was one of many organized by unionists across the country.

Kirkland traveled from New York to a Labor Day rally in Detroit attended by some 150,000 unionists and their families, topping even last year's turnout. Joan

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Postal talks to resume, House panels set probe

By James M. Shevis

The Postal Workers and the Letter Carriers agreed to resume contract talks with the U.S. Postal Service, but will continue to press for a full congressional investigation into the hiring of a union-busting consultant linked to the head of the USPS board of governors.

The resumption of talks will bring the parties together for the first time since bargaining broke off on July 20, when the unions' old three-year contracts with USPS expired.

Union negotiators ran into a roadblock when management refused to back off its demands to freeze wages of current workers and slash the pay of new hires. Congress later voted to prohibit USPS from implementing the two-tier wage system.

House hearings

Meanwhile, two subcommittees of the House Post Office & Civil Service Committee scheduled joint hearings Sept. 25 and 26 into USPS operations and union charges of conflict of interest among top postal officials.

The decision to return to the bargaining table ended the work of an independent factfinding panel set up under the 1970 Postal Reorganization Act.

Under the law, once parties are unable to reach agreement, a three-member panel is appointed and given 45 days to study the facts in a dispute. After that, the parties have 45 days to consider the panel's recommendations. If no agreement is reached, the dispute may be submitted to binding arbitration.

The decision by the parties to forgo factfinding in an attempt to "narrow and focus the issues" does not change the Oct. 19 date by which arbitration would begin if a settlement is not reached.

Both APWU President Moe Biller and NALC President Vincent R. Sombrotto said they were skeptical that Postmaster Gen. William F. Bolger would relent in his demands for a three-year wage freeze and a 23-percent cutback in the salary scale for newly hired employees.

Sombrotto said he saw "no hope" of a full-scale settlement when talks resumed, and predicted the deadlock ultimately would have to be resolved through binding arbitration.

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Auto locals back General Motors, Ford strike calls

Detroit—Auto Workers at Ford Motor Co. and General Motors Corp. formally authorized strikes if satisfactory agreements are not reached by the Sept. 14 expiration of current contracts.

Meanwhile, UAW negotiators met with GM and Ford representatives for informal bargaining sessions. Subcommittees studied individual contract issues, attempting to narrow the differences between the parties.

In separate referendums, workers at GM voted by a 90 percent margin to authorize a strike, while Ford employees authorized a walkout by a 94 percent margin. Votes were conducted at 147 GM locals and 54 Ford locals.

Earlier, the UAW executive board

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Key measures tied up

Congress faces legislative logjam

Congress returned from its Labor Day recess for only a brief period before the current session is expected to adjourn Oct. 4 to permit members to get back home for the election. In the remaining legislative logjam, bills most likely to pass are a raft of spending measures that will provide money to keep the government in business at least until January.

Organized labor's concerns for the remainder of the session are not only that several labor-sought measures are acted on, but also that damaging, anti-labor amendments are kept from sure-to-pass spending bills.

Thirteen appropriations bills were up for action, and so far the House has acted on 10 while the Senate has dealt with seven. The remaining measures, including controversial appropriations on defense and foreign operations, may be handled through a continuing resolution, the legislative maneuver Congress sometimes uses to provide money for existing government programs when disputes over specific appropriations stall agreement.

Among the measures organized labor is pressing in the Senate is the "Grove City" civil rights bill that has already cleared the House, 375-32.

Repairing court damage

The bill would amend four civil rights statutes affected by the recent Supreme Court ruling involving Grove City College, Ill. The high court diluted the civil rights protections in education for women, minorities and handicapped and older Americans with its decision that the law denying federal funds to schools and colleges that discriminate against women and minorities applies only to funds for the specific program involved in the discrimination, not to the entire school. The proposed law would make clear that Congress intends the prohibiiton to apply to an institution as a whole.

Although the measure has 63 cosponsors in the Senate, Labor & Human Resources Committee, Chairman Orrin Hatch (R-Utah) has fought attempts to move it to the Senate floor, and opposition senators such as Jesse Helms and John East, both North Carolina Republicans with anti-civil rights records, have waved threats of a filibuster.

Since neither house of Congress is interested in a post-election, lame-duck session, if the bill does not move now, it will be dead for this session.

Also on hold is the controversial immi-

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Pressure from Coors charged in firing of regional OSHA chief

By Arlee C. Green

Denver—The political clout of the anti-union Adolph Coors Co. and the actions of a former head of the Occupational Safety & Health Administration were linked at a hearing here to the 1982 firing of Curtis A. Foster, former Denver-based regional OSHA administrator.

Foster charged he was forced to resign because Coors officials pressured Reagan-appointee Thorne B. Auchter, former OSHA administrator, to oust him.

At the four-day hearing before Administrative Law Judge Edward Reidy of the Merit Systems Protection Board, Coors Chairman William Coors denied pressuring for Foster's removal and called the allegation that this company was involved "a bum rap."

Foster's allegation, however, was backed by evidence of four meetings between OSHA and Coors officials.

Company policy

Foster noted in his testimony that the Coors firm had a history of fighting OSHA inspections, and William Coors admitted that it was company policy not to permit OSHA to do general schedule inspections without a search warrant.

Foster charged that John Miles, head of OSHA Field Coordination & Experimental Programs, had told him not to inspect Coors facilities in Golden, Colo. Miles denied having ordered the brewery firm removed from the list, but said he agreed to skipping Coors plants after Foster complained that a federal judge whom they expected to handle the search warrant request had previously denied issuance of such warrants.

A mix-up later resulted in OSHA inspectors visiting a Coors plant, and when Foster explained to his supervisors how it happened, he was berated by Auchter, Foster said.

Key meetings

Foster's attorney, Martin Buckley, produced several letters showing that Auchter and his assistant, Mark D. Cowan, visited with Coors executives prior to Foster's resignation.

Testimony revealed that Cowan met with Mark Wright, Coors health service director, and that Cowan later requested Wright to send the agency a letter detailing Coors's complaints about OSHA. Wright's letter urged OSHA to take action against Foster for "insulting and downright rude behavior" which allegedly occurred during a 1979 informal meeting at which Foster refused to drop an OSHA citation against the firm.

Another document showed that Auchter met privately with a Coors executive on the same day he gave his deposition in the Foster case to MSPB. Auchter also met with Coors officials just prior to Foster's demotion.

Buckley contended it was at these meetings that Coors officials pressured Auchter to remove Foster.

Harry Borchell, OSHA assistant regional administrator, testified that "there was never anything in writing, but we all knew the national office was very interested in what we were doing at Coors. We knew it would not be wise to go out there without letting the national office know."

In an interview with the Associated Press, Auchter called Foster's allegations "an absolute bunch of garbage." Auchter, who headed OSHA from March 1981 to March 1984, left government to become president of B. B. Andersen Companies in Topeka, Kan., a move that stirred controversy because of his involvement in killing two OSHA citations and $12,600 in fines against that firm. The FBI and the Justice Dept. initiated investigations into Auchter's change of jobs.

At the hearing, Auchter acknowledged meeting with Coors officials, saying, "We discussed the direction of OSHA as a meaningful organization. My sales pitch was 'you don't have to deny us entry anymore.' "

Hirings cited

He denied that the Coors connection was a factor in Foster's dismissal. Instead, he charged that it was Foster's improper hiring of four construction specialists in 1979 that led to his firing.

In late 1981, the Office of Personnel Management and the Labor Dept. both held that Foster and Vernon Strahm, OSHA regional administrator in Kansas City had acted improperly in hiring in Denver four union members who had been unsuccessful in getting OSHA jobs in Kansas City, where they lived. The four were transferred to Kansas City after their 90-day training period. In early 1982, Foster's personnel rating was downgraded by Auchter, who cited the OPM's report.

However, the question of the improper hiring was resurrected by Auchter shortly after the inspection mix-up.

Foster has maintained that his Washington supervisors were kept informed about the hirings and that no one told him they considered it improper at the time. He added that no guarantees had been given to the four men that they would be transferred to Kansas City.

ALJ Reidy blocked Foster's lawyer from introducing evidence that prominent Republicans had exercised a pattern of influence over OSHA operations and prevented him from detailing the labor backgrounds of the four men hired. Foster contended in part that it was because he hired workers with union backgrounds that he was fired.

Reidy gave both sides until Oct. 15 to file their final briefs. He is expected to issue a ruling within 60 days after that and from there, either side can appeal to the three-member MSPB.

Auchter out

Thorne G. Auchter, former administrator of the Occupational Safety & Health Administration, has quit as president of the B. B. Andersen Cos. after three months in the job.

Auchter's move to the Topeka, Kan., construction firm after resigning in March from OSHA was clouded by his role in dismissing $12,600 in fines against the firm for job safety violations.

The FBI is investigating whether Auchter violated conflict-of-interest laws by taking the Kansas post. Both Andersen and Auchter had denied any impropriety was involved.

Indiana delegates set wide-ranging legislative agenda

Indianapolis—Measures to protect workers from the harsh effects of sudden plant closings and to increase workers' compensation benefits rank high on the Indiana AFL-CIO's legislative agenda.

Delegates to the state federation's 14th convention set legislative goals for the next two years, elected officers, endorsed candidates in the fall elections, and heard addresses by a number of state and national figures.

Among key resolutions adopted by the 400 delegates to the three-day meeting was a measure urging the Indiana legislature to enact improvements in benefits for workers injured on the job.

The maximum workers' compensation benefit in Indiana is currently $156 a week, among the lowest in the nation.

On plant closings, the convention urged legislation to require advance notification to workers of planned industrial shutdowns, substantial compensation for workers and hurt by shutdowns.

The resolution noted that industrial shutdowns were the most important factor in job losses in Indiana and the Midwest. The state has lost more than 600,000 manufacturing jobs since 1977.

Need for change

In a major address to the delegates, AFL-CIO Sec.-Treas. Thomas R. Donahue stressed the need for a change in the national administration to get people back to work. He urged delegates to do their utmost to help elect the Mondale-Ferraro ticket in November.

Donahue also emphasized support of state candidates who are friends of labor as well as those seeking national office. And he urged an all-out drive to see that union members are registered and vote.

A convention resolution calling for increased political action declared that "what is at stake are the policies, programs, and laws needed to rebuild the state and national economy and social welfare."

State AFL-CIO President Ernest C. Jones and Sec.-Treas. Max F. Wright both were re-elected to new four-year terms, as were 23 vice presidents.

Warm welcome

Enthusiastic greeting for Democratic vice presidential nominee Geraldine Ferraro is led by Sheet Metal Workers President Edward J. Carlough and Sec.-Treas. Cecil Clay, right, at the union's business agents conference in Seattle. The SMU executive board endorsed the Mondale-Ferraro ticket.

Plasterers, Cement Masons elect M.H. Roots to full term

Las Vegas, Nev.—The 45th convention of the Plasterers & Cement Masons voted to retain the union's current leadership by electing the entire slate of international officers by acclamation.

President Melvin H. Roots headed the list. This was his first election to the presidency at a convention. He assumed the top office by vote of the union's executive board, succeeding Joseph T. Power who died in April 1981.

During the convention the union also held an apprenticeship contest. Roots called the mixture of union business and apprentice training "an innovative step" designed to stress the role of young members in the future of the union and to expose apprentices to union democracy.

AFL-CIO President Lane Kirkland told the guests at an apprenticeship awards banquet that organized labor needs to involve young workers or run the risk of missing out on new ideas. Kirkland urged the apprentices to get involved and stay involved, for the good of themselves and their families as well as the rest of America's working men and women.

The first-prize apprenticeship honors went to Glen K. Forman, a plasterer from Local 188 in Fresno, Calif., and Mark Gonzales, a cement mason from Local 337 in Monterey, Calif.

In an address to the delegates, Rep. William L. Clay (D-Mo.) pointed out that organized labor has been in "a state of war" with the government ever since Ronald Reagan was elected President.

Clay cited the consistent anti-labor stance of the federal bureaucracy under the Reagan Administration as well as the cutbacks in social services for America's working poor. He stressed that there is a real opportunity to defeat Reagan in this year's election despite his current standing in the public opinion polls.

Other convention business included updating the union's constitution to reflect current conditions. The union was founded in 1864, and its current constitution dates back more than a century.

Pipe organ strike settlement bars major givebacks

Hagerstown, Md.—Members of Furniture Workers Local 21108 ratified a new contract with the M. P. Moller Pipe Organ Works here, ending a 12-week strike with an agreement that preserves key seniority and insurance provisions the company had sought to water down.

The UFWA members voted 55 to 41 to approve the settlement and began returning to their jobs Aug. 23, ending the walkout that began June 4 after workers rejected a concession-riddled company proposal by a vote of 102-1.

Moller, one of the world's largest pipe organ makers, had demanded damaging changes in seniority rights, including a clause that would have cut recall rights from three years to one. Management also demanded a $200 deductible for medical coverage and had sought to charge workers part of the premium for health coverage for themselves and their families.

Both are crucial issues to workers in the plant where average age is 57 and seniority is 40 or more years.

After the strike began, the local's members turned down three similar company proposals by wide margins.

Recall rights

In the final settlement, three-year recall rights were preserved intact, and the union agreed to a company proposal to include job qualifications along with seniority in recall decisions.

The company agreed to continue paying full insurance premiums, and the parties settled on a $100 deductible for medical insurance coverage, up from no deductible.

The pact also calls for across-the-board wage increases of 19 cents an hour immediately and an additional 19 cents on Aug. 22, 1985, for shop workers and 12 cents an hour in both years for incentive workers. The agreement ends Aug. 22, 1986.

The annual cost-of-living adjustment, linked to the government's consumer price index, will be continued.

During the strike, the 120 UFWA members were bolstered by a rally and march that drew other UFWA members from locals throughout the East.

Michigan study finds

Half of nation's jobless lack health insurance

Ann Arbor, Mich.—Half the nation's unemployed may have no health insurance protection and face risks of deteriorating health as a result, a study by University of Michigan researchers has found.

In a survey of more than 1,330 jobless workers in Detroit, a team of researchers at the university's School of Public Health found that 51 percent had no insurance benefits.

The researchers estimated that for the labor force as a whole the results could mean that at least one third and as many as half of all unemployed Americans have no health insurance protection.

The survey found that 73 percent of those who now have no coverage had health insurance while they were working but lost it when they lost their jobs. The longer the duration of unemployment, the less likely people are to keep their coverage, the study showed.

Chief researcher S. E. Berki stressed that the study shows "that the lack of health insurance is a pervasive, serious and previously underestimated problem among the unemployed."

Faulty Reagan figures

Berki asserted that a study commissioned last year by the Reagan Administration "understated the problem by at least half" in its estimate of how many jobless Americans lack health coverage.

The Detroit telephone survey, conducted in late 1983, was funded by the Robert Wood Johnson Foundation of Princeton, N.J. Working on the survey with Berki were Leon Wyszewianski and Richard Lichtenstein.

National figures for lost health insurance benefits are likely to be even higher than the findings for Detroit, Wyszewianski pointed out. Even though that city is suffering a high rate of long-term joblessness, it is highly unionized and workers—including those laid-off—are more likely to have health insurance benefits, he pointed out.

The researchers also found that workers who have lost both their jobs and their health benefits consider themselves in poorer health than the general population, and with justification.

As workers continue to be unemployed and uninsured, they defer preventive health care, stop treating chronic problems such as hypertension and begin to suffer from the ill effects on health of joblessness, the researchers found.

The study showed that most of the uninsured are men in their prime working years who are the principal wage earners for their families. Of all of those who lost coverage, only a third were able to regain coverage through a spouse's benefits. For every jobless worker with no health coverage at all, the study found that there was at least one other dependent in the same family—mostly children—also without insurance.

Three-quarters of those surveyed who had no insurance were also not covered by Medicaid, the federal health program for the needy.

The study also found that:

- The longer a person is out of work, the more likely he or she will lose coverage. Of those unemployed for three months or less, 31 percent had no health insurance; 49 percent of those laid off four to 12 months had no coverage; and 56 percent of those jobless two or more years were not covered.
- Of the unemployed who still had some insurance, 11 percent expected to lose it by a specific date, and 42 percent had lost their employment-related benefits, but obtained other insurance. Only 9 percent still had job-related health benefits. The remaining 38 percent had coverage unrelated to their employment.

Because 85 percent of all Americans covered by private health insurance get it as a benefit of employment, "the loss of that insurance in times of long-term high unemployment—such as we have just experienced—is an important issue, especially in view of the negative effect joblessness can have on a person's health," Berki stressed.

New York Gov. Mario Cuomo welcomed to the State AFL-CIO convention.

New York federation focuses on elections, legislative goals

Kiamesha Lake, N.Y. — Election-year politics and legislative priorities were the focus of attention for the 1,350 delegates to the 23rd biennial convention of the New York AFL-CIO.

While state and national figures spoke of the crucial fall elections which will determine where America is going for the remainder of this century, delegates took stands on issues close to home as well.

With plant closings costing thousands of jobs in the state, the convention called for legislation mandating prior notification and protection of workers' rights where a shutdown is contemplated.

Another resolution provided for the creation of a pension investment policy group within the state federation to assist affiliates in putting their investments primarily in New York state, and keeping them out of so-called "right-to-work" states where workers are unfairly treated.

Delegates also stressed the need for improvements in the state workers' compensation law. The measure calls for a higher benefit rate and expanded coverage to lift the state into the top 10 provider states. It now ranks in the bottom 10.

In all, 160 resolutions were approved. They ranged from adoption of the Equal Rights Amendment to opposition to a constitutional amendment requiring a balanced federal budget, stricter enforcement of the Occupational Safety & Health Act, and steps to curb rising health care costs.

In a series of workshops, emphasis was on stepped-up voter registration efforts, political education, public relations, organizing, community service, and labor education.

Gov. Mario Cuomo, in an opening address to the three-day session, spoke of the "family of labor," expressing thanks and appreciation for labor support in electing him governor.

Sen. Daniel P. Moynihan (D-N.Y.) assailed the Reagan Administration for its "non-interest" in America's workers and warned delegates not to be fooled by it, but to understand the implications of what another Reagan term would mean.

Dividing America

AFL-CIO President Lane Kirkland charged that President Reagan has divided America, setting men against women, young against old, the jobless against the employed, the poor against the near-poor, and blacks against whites against browns.

"If he did this in his first term, imagine what he might do in a second, unrestrained by another election," he warned.

Delegates also approved a number of constitutional changes, including an increase in per capita tax from 12 to 15 cents effective next Jan. 1 to meet pressing operating costs and to provide for expanded programs to meet affiliates' needs.

The convention voted to increase the executive council from 29 to 37 members to give greater representation to members, particularly women and minorities.

State AFL-CIO President Edward J. Cleary was elected to his first full two-year term. Cleary had been named last January by the executive council to fill the vacancy left by the resignation of Ray Corbett.

Sec.-Treas. E. Howard Molisani, who chose not to run for re-election, was succeeded by Paul Cole, a member of the Teachers. Molisani was elected a vice president. All other incumbent vice presidents but one were re-elected. In Region 9, Tom Natchuras was chosen to succeed Ed Gray, who retired.

Delegates endorsed 34 congressional candidates, including 24 incumbents. All but two are Democrats.

AFGE delegates vote project funds

Cleveland—Programs to step up union organizing, bargaining, legislative, communications and political action were drafted by delegates to the 29th convention of the Government Employees who bolstered the AFGE agenda with a per capita tax increase.

Monthly payments, currently $5.50, will rise to $6 next Jan. 1 and an additional 50 cents the following year.

AFGE's programs for the next two years were hammered out in a series of policy-making "workshops" attended by delegates where over 180 resolutions were considered and prepared for presentation to the full convention for votes.

The system was a departure from AFGE's past practice where each resolution was taken up on the convention floor by all 1,500 delegates.

The resolutions covered a variety of constitutional changes, and issues such as union internal policy, wages and benefits, labor relations contracting-out, communications and national and international affairs.

AFGE President Kenneth T. Blaylock said that what emerged from the workshop system of handling resolutions "was a much broader set of programs than just those in the interests of AFGE."

Blaylock was re-elected to a fifth two-year term. Also re-elected were Executive Vice President John N. Sturdivant, Sec.-Treas. Nicholas J. Nolan, and Women's Dept. Director Barbara B. Hutchinson. Blaylock and Hutchinson are AFL-CIO vice presidents.

In an address to the convention, Democratic Vice Presidential candidate Geraldine Ferraro told the cheering delegates that one of the nation's major issues today "is not 'big government,' the issue for America is what kind of government we shall have, serving who for what purpose." The real concern, she said "is good government, efficient productive and compassionate in the hands of men and women who believe public service is a high calling."

And in his speech to the delegates, AFL-CIO President Lane Kirkland assailed the Administration for ignoring the erosion of American jobs and attempts to destroy workers' protections and threaten their unions.

The union's first A. Philip Randolph-Hubert H. Humphrey Award for community service was presented to Sadie Holt of Local 987 at Warner Robins Air Force Base in Georgia.

Awards were also presented to nine local union editors whose publications were winners in the AFGE's newsletter contest.

Other convention speakers included Rep. Mary Rose Oakar (D-Ohio) whose district includes Cleveland, Ohio Gov. Richard Celeste and Cleveland AFL-CIO President Martin Hughes.

Oakar, who has sponsored legislation calling for comparable worth studies covering federal jobs, told the delegates that pay equity is truly a "family issue" because it involves the well-being of "our mothers, our sisters and our daughters."

AFGE President Kenneth Blaylock spells out union's agenda.

Service Employees gain 2,000 in affiliation vote

Salinas, Calif.—The Monterey County Employees Association voted by a 6-to-4 margin to affiliate with the Service Employees.

The affiliation agreement, which brings 2,000 workers into the union, covers nurses, doctors, custodians, clerks and hospital and office workers employed by the county.

In the past year and a half, the SEIU has increased its membership by about 165,000 through affiliation votes, including the California State Employees Association, which brought 79,000 members into the SEIU earlier this year.

Flight of the eagle

The Republican National Committee has deported the American Eagle to Portugal—a move that further threatens to put the American pottery worker on the endangered species list.

It all has to do with the RNC's American Eagle Commemorative Plate being offered as a fund-raiser to a "select group of Americans who have demonstrated their support for President Reagan and the rest of America's Republican leaders."

The main problem is that the American Eagle plate is not made in America. It's being imported from Portugal.

Members of Glass, Pottery & Plastics Workers Local 236A who work for the Lenox China plant in Pomona, N.J., were highly disturbed by the RNC's flight of the eagle. Local President Florence Smith fired off a letter of protest to RNC chairman Frank Fahrenkopf, pointing out that imports are wiping out American jobs.

In his response, Fahrenkopf explained that the project had been put out on bids, but noted that after all, the importer was "a New York-based company."

Specialty steel quotas pressed to replace failed import relief

The Steelworkers and specialty steel industry officials want the Reagan Administration to set import quotas on flat-rolled stainless steel products, charging that the higher tariffs imposed a year ago are "no remedy at all," as imports of those products have surged 68 percent ahead of the 1983 pace.

The union-management coalition urged that President Reagan set quotas on imported stainless steel sheet and strip at the levels which the International Trade Commission recommended in May 1983. At that time, the ITC found the specialty steel industry had been hurt by imports in five product categories and recommended Reagan set quotas to provide relief.

Injury increased

At a Washington press conference, Richard P. Simmons, chairman of the U.S. Specialty Steel Industry and president of Allegheny Ludlum Steel Corp., charged that despite the imposition of higher tariffs on imported stainless steel sheet and strip, the injury to the industry is higher today than a year ago.

Meanwhile, President Reagan must determined by Sept. 24 whether to provide import relief to the nation's basic steel producers, makers of carbon steel which accounts for nearly all the steel production. The specialty steel industry is a small segment of the overall steel industry and produces only 2 percent of the total U.S. tonnage.

Simmons stressed that Reagan's decision could be influenced by the negative results the specialty steel segment has had with the imposition of higher import tariffs. He said his trade group supports the efforts of carbon steel producers to gain import relief. In June, the ITC ruled the carbon steel industry was being injured by imports and recommended that Reagan implement a package of tariffs and quotas.

Simmons pointed out that Reagan's decision on relief for the carbon steel industry could have a backlash on specialty steel products which "will in effect be left 'naked,'" as foreign producers divert production to areas covered by tariffs, such as stainless steel sheet and strip, or by no program at all.

In related developments, the Commerce Dept. issued a "final determination" that a Spanish firm, Acerinox, had average dumping margins of 39.6 percent, considerably higher than the 2.1 percent finding announced in June. The margin represents the difference between the higher price at which a foreign producer sells a product in his home market than on U.S. market. Government investigators found that the Spanish producers had submitted falsified and misleading information.

That case now goes before the ITC which will determine whether the specialty steel industry has been injured. The industry group and the USWA have filed and won eight anti-dumping and countervailing duty cases in the past two years.

Behind the celebrations

Labor Day messages focus on union rights

Labor Day not only honors the men and women who built America and the trade unions they formed to advance the rights of all working people, it also celebrates the fundamental human right of the freedom of association, the AFL-CIO's top officers stressed in their Labor Day radio broadcasts.

Ninety years ago, when Congress designated the Labor Day holiday, trade unions had been celebrating the day for a dozen years as an unofficial holiday and 28 states had enacted Labor Day laws.

"Behind the celebrations, the parades and picnics that have traditionally marked Labor Day is the expression of a universal impulse which Americans regard as a fundamental right," AFL-CIO President Lane Kirkland said in his message broadcast over NBC Radio.

"We celebrate on this day the right of freedom of association which is based on the First Amendment to the United States Constitution."

Kirkland pointed out for the radio audience that Americans often think of the First Amendment as guaranteeing free speech, a free press and free religious expression. He noted that the "Founding Fathers, in their deep understanding of the fundamentals of democracy, also included . . . the freedom to assemble from which flows the freedom to form private associations."

Citizens' rights

Simply defined, Kirkland said, "this is the right of ordinary citizens who share common interests to create and control their own institutions, independent of government, as instruments for advancing and protecting their interests." Without that right, he stressed, "plain people are naked before the arbitrary power of the state, the employer, or other potentially hostile forces."

Kirkland noted that freedom of association is the keystone of all other human rights. Without the freedom of association, "freedom of speech is reduced to the right to cry alone in the wilderness; freedom of worship is restricted to private meditation, and freedom of assembly is, literally, pointless." Thus, effective political opposition is impossible, he added.

While freedom of association, is "obviously the bedrock principle of trade unions, it also shields and sustains the entire panoply of human rights that constitute a democratic society," Kirkland said, noting that in Poland, South Africa, Latin America and Asia, workers, resisted by dictators of both the radical right and left, continue their struggle to secure this right to freely associate in trade unions of their own choosing.

AFL-CIO Sec.-Treas. Thomas R. Donahue emphasized in his message broadcast by CBS Radio that since the 19th Century, when the first Labor Day celebrations were held, organized labor has remained committed to what Samuel Gompers termed "the grand struggle to make mankind free, true and noble."

Humanizing force

"Now in the 20th Century, the trade union movement . . . remains one of the great civilizing, humanizing, democratizing forces of American life," he observed.

As the labor movement over that span has sought to improve the conditions of life of its members by enhancing job-related conditions and insuring dignity in the workplace, it has at the same time "sought to improve the conditions of life of all workers."

Donahue stressed labor's belief that "the worker at all levels is entitled to a fair day's pay for a fair day's work" and is "entitled to share in the profits that he or she helps to create." Labor's function is to "seek a larger share" for the worker than "market forces" might dictate.

Labor also believes those profits can only be created in a "well-managed enterprise, where both capital and labor contribute to the result and where both participate in the decision-making process," Donahue told the radio audience.

Labor has been the single, most effective voice in support of "the poor, the unemployed, the sick, and the disadvantaged—and so it remains today," Donahue stressed. Through collective bargaining, political activism and legislative action, "we seek a fairer distribution of the nation's wealth. . . ." He pointed out that "confrontation and conflict" are wasteful of the labor movement's energies and resources, and "we deeply desire a cooperative approach to our shared present and future problems."

Donahue added, "we welcome and advocate new methods, new departures to raise living standards and to raise and confirm freedom to new heights. And we remain true to the principles and goals laid down by our founders more than a century ago."

Over the Mutual Broadcasting network, AFL-CIO Vice President John H. Lyons reminded Americans of labor's century of progress in advancing the welfare of all citizens and declared, "Our goal is to create the healthiest, best educated, most productive and most creative society that it is possible for human beings to achieve."

Uncertain future

Lyons, who is president of the Iron Workers, reviewed the trade union movement's struggles, noting that "America's unions fought for free education, and all of America benefited. America's unions fought for safer workplaces, child labor laws, and unemployment compensation, social security and equal rights, and all of America benefited."

For more than a century, American workers have seen the standard of living improve for all and each generation, until now, has been sure that life would be a little better for its children, he said. "For the first time in modern history, hard-working American men and women are not sure that their jobs and their future are secure," Lyons said.

He noted the harm done to the nation over the past four years, the deep scars of unemployment and pointed to this year's elections as a time for choices on the policies that will revitalize basic manufacturing, rebuild the nation's infrastructure, result in a fair system of foreign trade, create a better environment, improve the country's schools and develop industries.

High joblessness still plagues cities

Massive unemployment is still plaguing many of the nation's cities, and their leaders fear it will last far into the future, according to a survey by the National League of Cities.

City officials most often cited the lack of "enough jobs" as the major cause of unemployment in their communities. Other key problems included workers' lack of both basic and specialized skills, layoffs caused by the recession and layoffs due to plant closings.

A wide majority of the officials said local programs could reduce unemployment, but they would need substantial state or federal aid to be effective.

The NLC study was conducted in June and July among 388 large and small cities nationwide, including more than 80 percent of all cities with populations above 200,000.

In a summary of the results, the league stressed that because the nation's aggregate unemployment figures "average out" the picture of joblessness, they mask what may be severe local problems.

Although the national jobless rate was around 7.5 percent while the survey was being taken, the NLC found that 22 percent of the cities reported jobless rates of more than 10 percent, and 45 percent said unemployment was over 8 percent in their localities. Only 11 percent of the cities reported rates below 4 percent.

Unemployment was rated as the "top" or "high" problem on their list of priorities by 62 percent of the cities, and a like number said joblessness will remain a top or high priority problem not only a year from now but also "over the longer term."

The NLC said unemployment is a high priority problem for officials from cities of all sizes and all regions. Among the largest cities, 84 percent expect joblessness to continue to be a severe or serious problem, and more than 50 percent of officials from all regions saw the same dim prospects.

Widespread problem

Minneapolis Mayor Donald Fraser, who heads the league's task force on urban employment, said the survey results show that "substantial and severe unemployment problems are widespread, not limited to just a few communities and not likely to fade away soon."

Fraser said the findings point to the need for a "strong and continuing effort at direct job creation, job training and economic development" in the nation's cities. Local officials believe that effort must include active participation by all levels of government, as well as business, civic, educational and labor groups, he stressed.

The mayor also noted that while three out of four cities in the survey said they need programs for temporary job creation, only one in five has such programs in place.

The cities in the survey identified high school dropouts, dislocated workers, youth in school and welfare recipients most frequently as the population groups with the worst unemployment problems.

The NLC reported that 75 percent of the cities say they have policies and programs now operating to help these groups, but two-thirds of these said their efforts are inadequate to solve the problem. To cut unemployment substantially for these people, two out of three of the cities said additional state or federal aid would be needed to cover half or more of the added cost.

City officials were lukewarm in their assessment of the Job Training Partnership Act enacted in 1982 to replace the Comprehensive Employment & Training Act. Most respondents said JTPA could make "moderate" contributions to solving the unemployment problem in their cities. They split nearly equally when asked whether the transition from CETA to JTPA was worthwhile.

But 75 percent said the lack of a public service employment component in JTPA will "diminish" the importance of the program in their cities.

Three out of four city officials said there is a need for a program that would directly create temporary jobs—other than summer jobs for youth—and most said a combination of public sector and private sector jobs would work best in their cities.

In Washington, Labor Day celebration includes laying of wreath in memory of James Cardinal Gibbons, a strong labor supporter. From left: Washington AFL-CIO President Josh Williams, Patrick Cardinal O'Boyle, Service Employees President John Sweeney, Archbishop James Hickey and Washington Teachers Federation President William Simons.

A record Labor Day crowd of 150,000 trade unionists and their families in Detroit's Cadillac Square hears AFL-CIO President Lane Kirkland assail the Reagan Administration for attacking social and economic programs that have benefited America's workers. Rallies and parades marked the holiday in scores of cities across the country.

Labor Day celebrations renew solidarity spirit

Continued from Page 1

Mondale, wife of the Democratic candidate, joined in the downtown rally.

In his speech, Kirkland leveled sharp criticism of the Reagan Administration's policies. He stressed that the labor movement has stood its ground against the Administration's assaults on crucial labor, social and economic gains for working people.

At the rally, one of several planned through out the state, AFL-CIO Vice President Owen Bieber, who is president of the Auto Workers, joined Service Employees Sec.-Treas. Richard Cordtz and State AFL-CIO President Sam Fishman in criticizing the back-sliding, anti-labor policies of the Reagan Administration.

Traditional mass

Trade unionists in metropolitan Washington, D.C., kept up their 32-year-old tradition of participating in a Labor Day mass, the oldest of its kind in the nation.

AFL-CIO Vice President John J. Sweeney, speaking at the mass, took exception to President Reagan's recent statements on religion and politics. He pointed out that the President's "wrapping himself in the pages of the Bible" and the "religious judgments" levied on politicians by certain "self-anointed" groups both are "totally inconsistent with the American tradition." Sweeney is president of the Service Employees.

Around the country, hundreds of Labor Day celebrations were organized around events that gave workers time to spend with their families, one of the goals in labor's fight for its own holiday in the 1880s.

The Maine AFL-CIO planned a family outing in Portland that was highlighted by a parade, picnic and hotly contested softball tournament. Boston labor held its traditional Labor Day breakfast, and the Massachusetts State AFL-CIO planned the New Jersey labor organizations held a combined rally, picnic and family day at the beach in Asbury Park, and the Cincinnati Labor Council arranged with the city's popular amusement park for reduced admission and concession rates all day for union members and their families.

In Toledo, Ohio, local labor groups put together a parade and picnic for union members that included a voter registration booth.

In Hampton Roads, Va., the area's Building & Construction Trades Council welcomed Rev. Jesse Jackson to its picnic during his voter registration drive in nearby Norfolk.

Racine, Wis., unionists attended a two-day Labor Fest that included a rally, parade and entertainment and "all-you-can-eat" dinners. The event was dedicated to members of UAW Local 244 who are fighting the closing of a Massey Ferguson Co. plant in Racine.

Live music from a variety of top local bands sparked the Kenosha, Wis., Labor Fest, and in Galesburg, Ill., the city's Trades & Labor Assembly sponsored its 92nd annual Labor Day parade.

A weekend-long festival marked Labor Day in Hershey, Pa., under the sponsorship of the Pennsylvania AFL-CIO. Unionists and their families enjoyed an exposition of union products and services, a parade, a Solidarity Day run and special rates at Hershey Park. AFL-CIO President Kirkland attended the labor-management dinner that opened the four-day event.

Milwaukee unions turned out for the city's Labor Day parade with colorful floats, banners, and cadres of marching members, and New Haven labor celebrated with is own parade and festivities as did workers and unions in Wichita, Kans., and St. Louis, Mo.

The Chattanooga, Tenn., Area Labor Council sponsored its first Labor Day outing in 33 years with a full day of family festivities and entertainment at a local park.

The Multnomah County, Ore., Labor Council also planned to celebrate Labor Day "the old-fashioned way" with a picnic at a local park. And parades and a picnic organized by the King County AFL-CIO marked the day in Seattle.

Los Angeles labor held its traditional Labor Day breakfast, and, typical of a number of events around the nation, Alameda County, Calif., COPE sponsored a fund-raising family picnic.

Congress runs into legislative logjam

Continued from Page 1

gration bill, opposed in part by organized labor, and in full by other groups. The bill was sent to conference after passing both houses, but the conferees are likely to see the measure as too hot a potato for an election year.

The AFL-CIO has said it will not support the bill as it now stands because it contains temporary worker, or "bracero program," provisions that labor views as threatening to existing jobs and worker protections in this country as well as an invitation to employers to exploit temporary alien workers.

A key labor-supported industrial policy bill sponsored by Rep. John LaFalce (D-N.Y.) and Sen. Edward Kennedy (D-Mass.) garnered growing support through the session, but its sponsors have decided not to bring it to the floor this year since passage would be extremely difficult.

The House may act on a labor-backed bill on drug patents and generic drugs measures that would lead to lower prices for consumers on some drugs. One amendment to that bill to be offered by Rep. Butler Derrick (D-S.C.) would require country-of-origin labels on all textile and wool products—those "made in U.S.A." as well as imports. Catalogs selling such merchandise would also have to specify the country of origin in product descriptions. The amendment has labor's support, but retailers and importers are expected to mount opposition to it.

Damaging add-ons to the spending bills that labor is on guard against include the discredited youth subminimum wage proposal, and Republican pressure for a constitutional amendment to mandate a balanced federal budget.

On that issue, while 32 of the necessary 34 states have passed bills calling for a constitutional convention aimed at passing a balanced budget amendment, the California Supreme Court dashed hopes of its right-wing supporters by striking a controversial ballot initiative off the state's November ballots. The measure would have stopped the paychecks of any state legislator who voted against the convention resolution.

Labor is also actively opposing "concon" ballot measures in Michigan and Montana.

Other last-minute tactics by Reagan Republicans could include attempts to force through legislation on tuition tax credits and "urban enterprise zones."

Although President Reagan's nomination of Rosemary Collyer as general counsel to the National Labor Relations Board remains bottled up in the Senate labor committee, thanks to strong opposition, an attempt will be made by Republicans to get the Senate to confirm her appointment.

Debt ceiling

On the other side of the aisles, however, Democrats will take advantage of the need to again raise the ceiling on the national debt to point out that the Reagan Administration—which campaigned on a flat promise to balance the budget by 1984—is closing out the year with the highest deficit in the history of any nation.

In other action, the House passed a bill that would provide financial subsidies to U.S. shipyards for construction. The bill did not have labor backing because it would allow shipbuilders to qualify for subsidies for ships built in foreign yards provided they also constructed some similar vessels at U.S. facilities.

UFCW contracts end Kroger lockout

Detroit—The Kroger Co. grocery chain began reopening 45 area stores after signing new contracts with two Food & Commercial Workers locals. The firm had shut down 70 area stores on July 21 when workers strongly rejected the company's takeback demands.

UFCW Local 876, representing 4,200 clerks and UFCW Local 639, representing 625 meat cutters and meat department workers, twice rejected Kroger's stiff demands. The new three-year agreements contain key job security guarantees which the unions had sought including a commitment to keep at least 40 of the 45 Detroit-area stores open for the next three years.

Local 876 said that at least 2,800 of its members would be going back to work. Kroger plans to sell its other Detroit stores.

The new contracts impose a temporary wage rollback, most of which will be "recaptured" by the end of the term.

Health and welfare benefits will be maintained at current levels with the company increasing its contribution by about 5 percent in the second and third year. Pension contributions by Kroger were also maintained for current workers, but scaled down for new hires.

Earlier, Kroger reached agreement with UFCW 951, which represents workers at 12 stores elsewhere in Michigan.

Auto Workers locals back strike calls

Continued from Page 1

voted unanimously to put both automakers on notice as possible strike targets. UAW President Owen Bieber was authorized to choose a strike target as the talks progressed. UAW represents some 350,000 workers at GM and 114,000 at Ford.

The strike authorizations follow Bieber's rejection of initial offers by the two companies as "meager and totally inadequate," saying they failed to offer job security and substantial wage and benefit increases.

Besides the UAW, the Electronic Workers are bargaining separately for another 24,000 GM employees. IUE also has authorized a strike by a better than 90 percent vote after rejecting the company's last offer.

APWU President Moe Biller and Postmaster Gen. William Bolger, right, exchange views after Meet the Press appearances.

Postal negotiations to resume as House panels set hearings

Continued from Page 1

There are actually three sets of negotiations under way. The APWU and NALC are bargaining together for about 500,000 of the 600,000 USPS employees while two smaller unions negotiate separately with USPS. The Mail Handlers division of the Laborers has continued to meet periodically with management negotiators. The unaffiliated Rural Letter Carriers is proceeding with a separate fact-finding panel.

In scheduling oversight hearings the House Postal Operations & Services subcommittee and the Postal Personnel & Modernization subcommittee will attempt to determine whether USPS has violated the Postal Reorganization Act that set up the service as a quasi-federal agency.

APWU and NALC accused USPS of retaining a San Francisco law firm whose clients include an accounting firm headed by Chairman John R. McKean of the postal service's board of governors.

In checking into the arrangement, NALC Local 1111 in San Francisco found that McKean played an instrumental role in USPS's awarding of a six-month, $300,000 contract to Littler, Mendelson, Fastiff & Tichy—a reputed union-busting consultant—for negotiations with the unions. McKean's accounting firm and the San Francisco law office do business with each other, Local 1111 reported.

The unions also want Congress to look into the terms of a $62,000 "retirement enrichment" bonus negotiated for Bolger when he leaves USPS in December. The payment was arranged by Robert L. Hardesty, former board of governors chairman, who was later hired by USPS as a consultant.

Interviewed on NBC television's Meet the Press program, APWU's Biller described negotiation of the bonus as a case of "you scratch my back, I'll scratch yours."

In letters to Rep. Ford, who chairs the overall House Post Office & Civil Service Committee, and to Sen. Ted Stevens (R-Alaska), who heads the Senate Operations Committee, Biller charged that the hiring of the San Francisco law firm "at the very least smacks of cronyism and it may very well be illegal."

"It is all the more disturbing to the APWU because the law firm is well known in labor circles as a 'union-busting' firm," he added.

Sombrotto said in a letter to Ford that "given the sensitivity and problems associated with the recent collective bargaining process, it would be in the public interest to determine what influence the law firm has on the labor negotiations and the reason for, and the propriety of, hiring such a firm."

The largest of its kind operating on the West Coast, the USPS consulting firm works almost exclusively for employers determined to eliminate unions.

Federal statutes prohibit government officials from using their office for personal gain or for the enrichment of persons with whom they have business or financial ties.

Free speech issue

AFL-CIO brief backs appeal on libel ruling

A constitutional issue of free speech has made the AFL-CIO an ally of Dun & Bradstreet, the financial news and reporting service, in a case being reviewed by the Supreme Court.

At issue is whether a court may impose punitive damages—in addition to compensation for any actual injury—for a false statement that is made without malice in the belief that it is accurate.

Also at issue is whether the news media —including newspapers, magazines and broadcasters — have greater protection against libel suits than other persons or organizations who speak or write.

In the case before the court, a Dun & Bradstreet financial service erroneously reported that a Vermont building firm had filed for bankruptcy. The service quickly corrected the report when it learned of the error.

The firm, Greenmoss Builders, Inc., had sued in state court for $7,500 in "compensatory" damages and $15,000 in "punitive" damages. The jury verdict awarded the firm $50,000 in presumed actual damages—even though there was no evidence of financial loss—and $300,000 designated as punitive damages.

In upholding the jury award, the Vermont Supreme Court took the position that U.S. Supreme Court precedents limiting defamation awards to actual damages, unless malice was shown, applied only to the media. It held that the Dun & Bradstreet financial reporting services were in a less-protected category.

The AFL-CIO submitted a brief supporting Dun & Bradstreet and arguing that the First Amendment protections against non-proven and punitive damage awards should prevail whether or not the defendant is part of the media.

In explaining labor's interest in the case, the AFL-CIO noted that if Dun & Bradstreet is not entitled to free speech protections accorded to the media, then "neither is the AFL-CIO or its affiliated unions." And if the financial reports at issue in the case are entitled to a lesser degree of First Amendment protection because they deal with "commercial or economic" matters, "so is much of the AFL-CIO's speech and that of its affiliated unions."

A narrow interpretation of the constitutional guarantees of free speech, the AFL-CIO said, "could well increase the dangers faced by the labor movement" from punitive awards not justified by any evidence of damage or malice.

Equal application

In its brief, the AFL-CIO made the point that freedom of speech is equal in its guarantees to freedom of the press, and that the First Amendment's protection doesn't depend on the identity of the speaker.

The only valid distinction between commercial speech and statements made in the news media, the AFL-CIO brief suggested, is when the term commercial speech is limited only to purely commercial advertising.

But in the case before the court, the brief noted, the same erroneous information could have been reported in the New York Times or the Wall Street Journal without subjecting either institution to penalties above proven damages.

AFT delegates outline plan to improve school discipline

The Teachers' 68th annual convention addressed the problem of discipline in the schools in a special order of business, unanimously adopting a seven-point plan for improving classroom conduct.

The resolution calls for development and enforcement of discipline codes in schools, special programs for students with chronic behavior problems, and stronger teacher and administrator training in the area of discipline.

The measure noted that "a frequent cause of disruptive behavior in students is their academic failure and ensuing frustration." It urged measures to provide early identification of such students, coupled with appropriate assistance to prevent academic failure.

The more than 2,400 delegates to the Washington convention also supported greater teacher involvement in disciplinary matters. The resolution emphasized the development of joint union-school board committees on discipline. And it keyed on the legal issues of school discipline, including teachers' and students' rights.

Another resolution approved by the delegates urges congressional passage of the Children's Survival Act to repeal many of the Reagan budget cuts and policy of the Reagan budget cuts.

In other areas, the convention called for re-enactment of and improvements in the Vocational Education Act, opposed state and federal infringement on local authority to evaluate teachers, urged the organizing of school-related workers and stressed the importance of teaching labor history.

The Teachers also approved resolutions supporting pay parity for adult education teachers, the Equal Rights Amendment, the concept of equal pay for comparable work, the right of public workers to strike and full voting rights for the District of Columbia.

Shanker re-elected

AFT President Albert Shanker was re-elected to a sixth two-year term and five new vice presidents were voted into office.

Shanker ran unopposed, heading a slate that included 29 incumbent vice presidents, all of whom were re-elected. The five new vice presidents are Cecil Benjamin of St. Croix, Virgin Islands, Paul Cole of Youngstown, N.Y., Marvin Schuman of Philadelphia, Joan-Marie Shelley of San Francisco and Adam Urbanski of Rochester, N.Y.

Among major speakers at the convention were Steve Allen, the host of AFT's new television series, Inside Your Schools; William J. Bennett, chairman of the National Endowment for the Humanities; and Fred van Leeuwen, executive director of the International Federation of Free Teachers Unions.

TUC warned of election's impact

Brighton, England — This year's American presidential election is crucial for workers and their families, with great implications for the future of the United States and other western countries as well, AFL-CIO Vice President Patrick Campbell declared in an address to the 116th British Trades Union Congress here.

Campbell, who is president of the Carpenters, noted that the Reagan Administration's huge tax cuts benefiting the rich, combined with massive increases in defense spending, have produced unprecedented federal deficits which, in turn, have pushed up interest rates.

As a result, foreign capital — attracted by the favorable interest rates—is increasingly financing the U.S. federal debt, Campbell told the TUC delegates.

"This includes capital from your own country which I am sure you believe should be invested here in the creation of jobs," he said. "This is a problem that we share in common.

"If we in the United States are successful in changing the policies that brought about the huge deficits and record-high interest rates, we shall have won a victory for the workers of both our countries."

In his address to the weeklong convention as the AFL-CIO fraternal delegate, Campbell pointed out the special significance of the coming U.S. election to the American labor movement. He cited the AFL-CIO's endorsement for the first time of a presidential candidate in advance of the party primaries and caucuses.

Uphill battle

"Labor's endorsed candidate, Walter Mondale, succeeded in winning the Democratic Party nomination," Campbell noted, but "he—and we—face a tough fight between now and Nov. 6."

"Whatever the outcome," he observed, "we have learned that there is no substitute for involvement and participation at every level of the political process—and indeed, that we have a duty to do everything we can to strengthen the role of working people in that process."

Campbell's visit represented the 99th annual exchange of fraternal delegates between the two trade union centers. He said the long relationship underscores the commitment to democratic values shared by the TUC and the AFL-CIO.

Against this background, Campbell urged that the TUC and the AFL-CIO work together toward achieving a united Ireland.

During the congress, delegates overwhelmingly pledged their support to their fellow unionists in the coal industry, on strike the past six months for wage and benefit improvements as well as job security.

In a resolution adopted by a nearly unanimous vote, delegates promised to "make the dispute more effective" by refusing to handle imported coal, refusing to transport previously mined coal to electrical generating stations or to handle oil that is being substituted for coal at factories.

British union leaders credited the vote with playing a role in the resumption of talks between the striking miners and the National Coal Board, the government agency that runs the mines.

EDITORIALS

The Bedrock Principle

JUST 90 YEARS ago, the U.S. Congress set aside the first Monday of September to be labor's holiday. The day had already been celebrated by trade unions for a dozen years as an unofficial holiday, and 28 states had enacted Labor Day laws before Congress acted.

The sentiment behind all of these actions was clear—only a national holiday could properly honor the men and women who built America and the trade unions they formed to protect and advance the rights and interests of all working people.

Behind the celebrations, the parades and picnics that have traditionally marked Labor Day, is the expression of a universal impulse which Americans regard as a fundamental human right. We celebrate on this day the right of freedom of association which is based on the First Amendment to the U.S. Constitution.

This element of the Bill of Rights is sometimes overlooked. Americans think of the First Amendment as the guarantee for free speech, a free press and free religious expression. But the Founding Fathers, in their deep understanding of the fundamentals of democracy, also included in that amendment the freedom to assemble from which flows the freedom to form private associations.

SIMPLY DEFINED, this is the right of ordinary citizens who share common interests to create and control their own institutions, independent of government, as instruments for advancing and protecting their interests. Without the shelter of such institutions, plain people are naked before the arbitrary power of the state, the employer, or other potentially hostile forces.

Indeed, in the absence of freedom of association, all the other human rights we celebrate stand equally exposed to arbitrary power. Freedom of speech is reduced to the right to cry alone in the wilderness; freedom of worship is resricted to private meditation, and freedom of assembly is, literally, pointless. Effective political opposition—and therefore democracy itself—is impossible.

So, while freedom of association is obviously the bedrock principle of trade unions, it also shields and sustains the entire panoply of human rights that constitute a democratic society.

In Poland, South Africa, Latin America and Asia—all around the world—workers are struggling to secure this right to freely associate in trade unions of their own choosing. They are resisted by dictators of both the radical right and left.

In America, we use Labor Day to honor this right we have enjoyed for more than 200 years. Our democracy cannot function without it.

—AFL-CIO President Lane Kirkland's Labor Day message aired on the NBC radio network.

Industrial Democracy

SINCE ITS EARLIEST DAYS, the labor movement has worked to improve the quality of worklife, to strengthen industrial democracy, and to share responsibility for decision-making—long before the call for these became "fashionable."

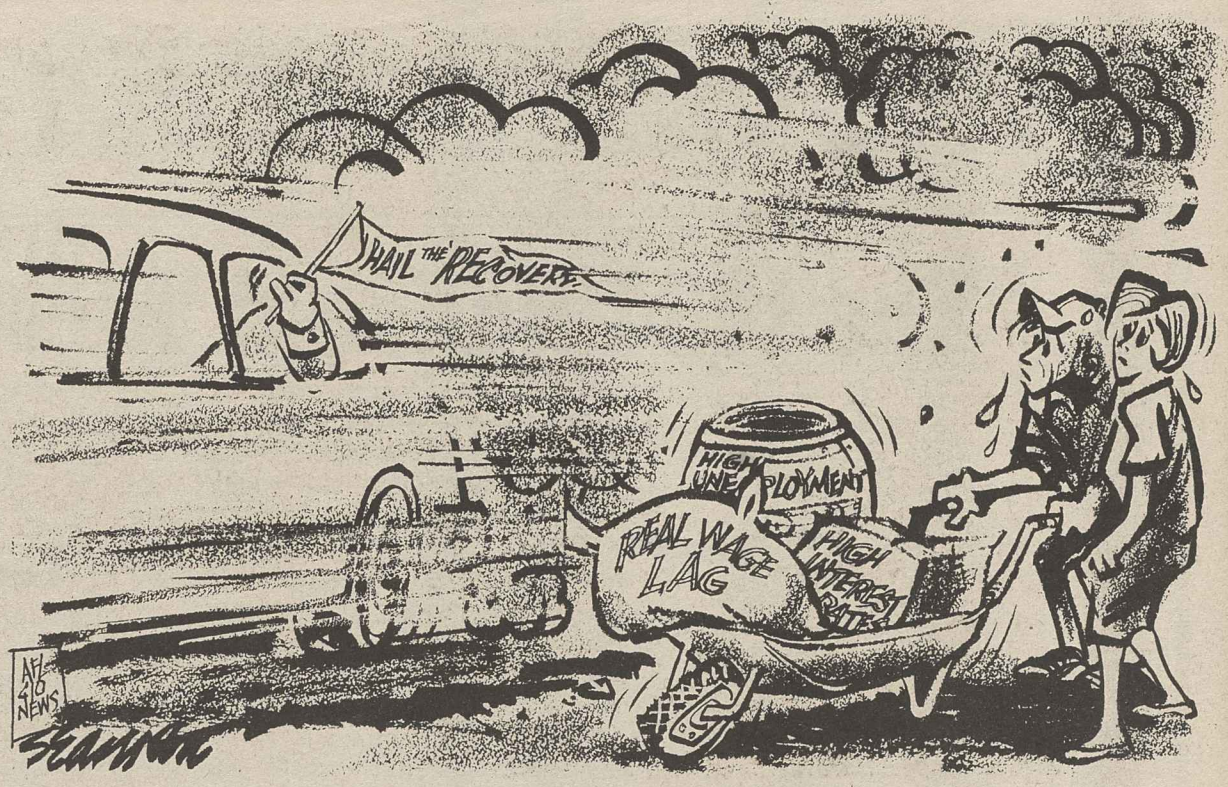
Through collective bargaining, political activism and legislative action, we seek a fairer distribution of the nation's wealth and a broader sharing in the riches of the nation.

In the confirmed belief that confrontation and conflict are wasteful of our energies and wasteful of our resources, we deeply desire a cooperative approach to our shared present and future problems.

The 103-year history of the American labor movement shows that labor has been the single most effective voice in this land in support of the poor, the unemployed, the sick, and the disadvantaged, and so it remains today.

On Labor Day 1984, we welcome and advocate new methods, new departures to raise living standards and to raise and confirm freedom to new heights. And we remain true to the principles and goals laid down by our founders more than a century ago.

—From AFL-CIO Sec.-Treas. Thomas R. Donahue's Labor Day broadcast on CBS radio.



Washington Window

Balanced budget scheme spells economic disaster

By Press Associates

The political season is sometimes called the silly season and the proposed Balanced Budget Amendment to the Constitution is one reason why.

The proposal to balance the federal budget by constitutional fiat seems almost laughable, especially since its most prominent advocate is Mr. Deficit Spending himself—Ronald Reagan.

Proposals to force the federal government into a fiscal strait jacket without regard to changing economic conditions and policy priorities have been kicking around Capitol Hill for a decade.

Bolstered by backing from President Reagan, it took wing in August 1982 passing the Senate on a 69-31 vote. Weeks later, the House voted 236-187 in favor of the amendment, 46 votes short of the necessary two-thirds.

The proposal, which would require an annual balanced budget unless three-fifths of both houses of both houses of Congress voted to allow a deficit, is now before the Senate and House Judiciary Committees. House Republicans may force it out of committee to a floor vote through a discharge petition as they did in 1982.

At his July 24 news conference, Reagan renewed his call for the amendment, repeating it in his Aug. 25 weekly radio message. He failed to mention that he has had deficits of from $170-$200 billion each year since 1981—triple the red ink of the previous four years.

Try it once

Democrats hold that if Reagan is sincere about balancing the budget, he should actually propose one and let the public know how he intends to accomplish it.

If Congress doesn't enact the amendment and send it to the states for ratification, the states themselves can force a constitutional convention to take it up. Under Article V of the Constitution, if two-thirds of the states, 34, call for such a convention, Congress must convene one. So far, 32 states have petitioned for one.

If this were to happen, a grave constitutional crisis could result, according to a report by the Citizens to Protect the Constitution.

The report warns that such a convention might seek to widen its agenda to include such issues as abortion and school busing.

If a balanced budget amendment were adopted, it likely would spell disaster for the economy, working people, the elderly, the poor, and state and local governments, according to a recent study.

Amendment impact

The study, commissioned by the State, County & Municipal Employees and prepared by Data Resources, Inc., an economic research firm, predicted that imposing a balanced budget amendment beginning in fiscal 1987 would:

- Throw the economy into deep recession, raising unemployment by over 5 million people, lifting the jobless rate to 11.2 percent by 1989.
- Force spending cuts up to 11 times larger than the program cutbacks in the first year of the Reagan Administration. Social security, Medicare and other programs would have to be gutted or eliminated unless the defense program were dismantled, an unlikely occurrence.
- State and local governments would be pushed by revenue losses "into their most severe financial crises since the Great Depression," forcing cuts in such essential public services as police and fire protection, sanitation and education, even if local taxes were raised.

The study assumed that federal taxes wouldn't be raised to balance the budget as the amendment advocates prefer spending cuts over tax hikes.

Reagan's support of the balanced budget amendment, echoed by the GOP's 1984 platform, may be more than just election-year demagoguery to distract attention from his record deficits. It could be part of a Reagan game plan to eliminate social security and other programs that conservatives have been badmouthing since the 1930s.

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MEMO FROM COPE

The 1984 National 'Nice Guy' Contest

Below, presidential candidates Ronald Reagan and Fritz Mondale are graded on the "niceness" issue as it reflects, or fails to reflect, in their positions on major voter concerns.

Taxes

REAGAN—Doled out tiny tax cut to average Americans (about $3 a week for a $20,000-and-under income) to justify giving away the store to wealthy individuals (a $9,000 bonanza), Big Oil and other corporations. Wants to tax workers on employer-paid health coverage (foot in door for taxing other benefits). Expected to push new national sales tax on most products you buy, which penalizes average families most.

THAT'S NOT NICE ☹

MONDALE—Urges end to tax giveaways to wealthy persons, corporations, closing down their loopholes, setting fair tax system that requires them to carry reasonable share of load. This would substantially reduce record Reagan deficits. Would **not** tax worker benefits or add to what average families already pay.

THAT'S NICE ☺

Worker Rights

REAGAN—Turned labor board into forum for management mouthpieces; only President ever to break a union (PATCO); only President to create economic atmosphere of "give-backs" by and/or "take-aways" from workers; only President ever to **permit hospitals to charge to Medicare the fees they pay their union-busting consultants.**

THAT'S NOT NICE ☹

MONDALE—Would block hospital use of Medicare funds to bust unions; would appoint fair-minded members to labor board; would foster strong, expanding economy that pulls rug out from Reagan-induced management tactic of demanding "give-backs" and ordering "take-aways."

THAT'S NICE ☺

Protecting the Elderly

REAGAN—**Tried** to slash Social Security benefits $82.5 billion over five years, **succeeded** in getting $26 billion cut. Cut Medicare, seeks further cuts. Threw scores of thousands of persons off disability rolls.

THAT'S NOT NICE ☹

MONDALE—Has 20-year record of support for strong, generous Social Security. Would seek no cuts in benefits. Would **strengthen** Medicare and its funding by clamping lid on doctor/hospital charges.

THAT'S NICE ☺

Trade/Industrial Strength

REAGAN—Takes no firm steps to make trade two-way street that benefits U.S. industries and jobs. Leaves U.S. jobs at mercy of unfair foreign competition. No plan, either, to help revive basic industries undermined by one-sided trade arrangements—and the millions of workers who rely on these industries for jobs.

THAT'S NOT NICE ☹

MONDALE—Insists trading partners be as open to U.S.-made goods as our markets to theirs. Backs "content" proposal requiring portion of U.S. parts in foreign products sold here. Would establish business/labor/government mechanism to review problems, come up with plan to revive the basic industries that mean millions of jobs and are essential to national defense.

THAT'S NICE ☺

'Family Issues'/Opportunity

(Definition: Those issues that most affect family security and opportunity . . . like jobs, health, housing, education.)

REAGAN—Millions of families suffered from highest unemployment in 40 years—more than 30 million workers idled one or more times in 1981-83 Reagan-Republican recession. Reagan cut basic "family" programs like health, nutrition, housing, education . . . and higher education loans for children of workers, the needy (so much for the "opportunity society" he's talking about).

THAT'S NOT NICE ☹

MONDALE—Proposes full employment policies; job-creating programs if slump looms; restoration of Reagan cuts in health, housing, education, higher education loans; an authentic "opportunity society" that opens doors to children of workers.

THAT'S NICE ☺

The Jobless

REAGAN—Cut extended unemployment comp for long-term jobless; tried to knock out special aid for those idled because of imports. Once described jobless benefits as "prepaid vacation plan for free-loaders."

THAT'S NOT NICE ☹

MONDALE—Assures adequate benefits for jobless for adequate period to protect their families. Will retain special aid for import-affected jobless, step up training in new skills.

THAT'S NICE ☺

The Deficit

REAGAN—Spent 20 years deploring other President's deficits, then ran up bigger debt in one term than total red ink of 40 years that preceded him. Is expected to seek deficit reduction in two ways: 1. Further deep slashes in programs for average Americans and the needy; 2. by soaking workers with national sales tax, plus taxes on negotiated, employer-paid benefits.

THAT'S NOT NICE ☹

MONDALE—Would cut Reagan's $200 billion deficit sharply by reclaiming billions of dollars the wealthy and corporations **don't** pay in taxes, but should. Would not let burden fall on average citizens, who already pay fair share. Would not tax worker benefits.

THAT'S NICE ☺

The Needy

REAGAN—Shredded "safety net," clobbered millions. Cut every single program that helps needy Americans and their children—food stamps, school lunches and breakfasts, housing aid, Medicaid, child care, Aid to Families With Dependent Children, others—to tune of $110.2 billion. Now calls for even more cuts. Plunged more than six million additional persons below poverty line.

THAT'S NOT NICE ☹

MONDALE—Would restore Reagan cuts in programs for the needy, resume campaign, sidetracked by Reagan, to eliminate poverty.

THAT'S NICE ☺

So...Who's the 'Nice Guy'?

Vote MONDALE Nov. 6

AFL-CIO news

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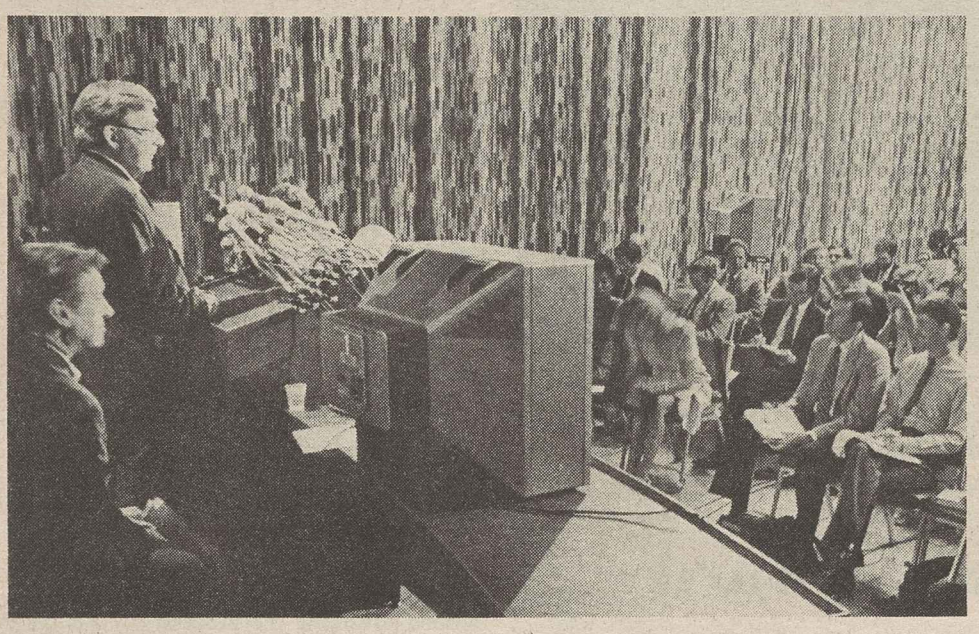

'For the Future'

AFL-CIO President Lane Kirkland kicks off the federation's television "Campaign for the Future," and previews for the press the series of 30-second commercial spots being aired this month over 65 TV stations in 24 major cities. The series, developed by the Labor Institute of Public Affairs, focuses on critical issues confronting workers and the nation.

Federation opens TV spot campaign on critical issues

The AFL-CIO launched a nationwide television campaign focusing on critical issues confronting the nation and its workers.

Federation President Lane Kirkland, at a Washington news conference and in a teleconference linking a dozen major cities by satellite, said the campaign responds to "a clear mandate from our membership" to take advantage of the television medium in presenting organized labor's message.

Kirkland said the "Campaign for America's Future" developed by the Labor Institute of Public Affairs consists of a series of 30-second television commercials "that will spell out the issues the labor movement believes are of major importance to the future of our country."

The commercials, supplemented with radio spots and newspaper ads, are being broadcast on 65 stations in 24 metropolitan areas over a three-week span. They cover the issues of education, jobs, affordable health care, fair trade and fair taxes, and equality for women in the workplace.

Three-week span

Commercials in the first "wave," the week of Sept. 10-16, describe the issues in each area of concern. Spots in the second week — Sept. 17-23 — highlight typical American workers speaking out on these issues. The third week — Sept. 24-30 — begins with a special five-minute program that puts the issues into the perspective of trade union history and features a new labor anthem, "Stand With Us, America."

Cities in which the campaign is being aired are Detroit, Flint/Saginaw, Mich., Buffalo, Milwaukee, Pittsburgh, Cleveland, St. Louis, Washington, Chicago, New York, Philadelphia, Minneapolis/St. Paul, Baltimore, Birmingham, Ala., San Francisco, Boston, Seattle, Los Angeles, Nashville, Tenn., Atlanta, Houston, Miami, Dallas/Ft. Worth and San Antonio.

Kirkland said the target cities were chosen so as to reach "our greatest concentration of membership" as well as to communicate with working people generally and the public at-large.

The targeted viewing areas cover about 45 percent of the total U.S. TV market, encompassing more than 38 million households. Of these, more than eight million are AFL-CIO union households.

The number of times the spots are being shown varies from city to city depending on the audience and the time available—107 in Detroit, for example, compared with 82 in Washington and 24 in Birmingham. Spanish language versions of the spots are scheduled in six markets.

In addition, a series of seven 60-second radio spots is running in nearly 100 cities, including most of those targeted for the television commercials, under the sponsorship of 135 local unions and state and city central bodies.

$1 million project

Total cost of the AFL-CIO's television buy is estimated at $1 million, which is being met by AFL-CIO affiliates through a special assessment approved by the Executive Council at its May meeting.

The cost of promoting the TV campaign through commercial and labor press ads as well as radio spots is being borne locally.

After Kirkland's satellite TV news conference linking 12 of the 24 target cities

Continued on Page 3

Court reversals sting social security agency

An internal task force of the Social Security Administration has found that "the agency's credibility before the federal courts is at an all-time low" because of the way it has been fighting appeals by disabled persons whose benefits have been arbitrarily cut off.

The task force, set up last spring to study "a major crisis in litigation" confronting the agency, noted that there are now 50,000 social security cases pending in the federal courts, an increase of some 30,000 since 1981. It reported that there has been a "huge volume of adverse court decisions" and "a dramatic increase in the number of motions or threats to hold the Secretary [of Health & Human Services, Margaret M. Heckler] in contempt."

Bad image

The task force also noted that "a great deal of adverse publicity surrounds many social security litigation cases, and court orders are written in increasingly critical terms."

Recommendations were to stop litigating cases where the facts "are extremely sympathetic to the claimant" and attempt to negotiate settlements or have the cases sent back for further consideration.

The confidential report of the task force was made public after its contents were revealed in a New York Times story by Robert Pear. The Times also reported that the U.S. Attorney for the Southern District of New York, Rudolph W. Giuliani, has informed federal judges in the district and the Social Security Administration that he cannot defend the agency's position in a number of cases where it is seeking to cut off disability insurance benefits.

Bert Seidman, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, observed that the task force report "fully supports" the criticism of the Reagan Administration by the federation, the Save Our Security coalition, and major organizations of the disabled.

Seidman said the Administration's handling of the disability benefit reviews has been "cruel and heartless and has resulted in great suffering and even death for some of the most defenseless people in our country."

What is most disturbing, he said, "is that although the Congress, the courts, the U.S. Attorney, and all people who have sought to assess the situation objectively have come to the conclusion that what the SSA has done is absolutely indefensible, it would appear that the Secretary and the SSA are still determined to do the minimum that they can possibly get away with to rectify the situation."

Among the most shocking actions of the agency under the Reagan Administration has been the purge of mentally impaired persons from the benefit rolls be-

Continued on Page 4

400,000 jobs lost as unemployment remains at 7.5%

By James M. Shevis

Eight and a half million Americans were unemployed last month as the government's official jobless rate remained stuck at 7.5 percent.

The Bureau of Labor Statistics report on the nation's jobs situation offered little to cheer about, the AFL-CIO warned.

"No encouragement can be taken by the fact that unemployment did not increase last month as the apparent stability came from workers dropping out of the labor force as 400,000 jobs disappeared," Research Director Rudy Oswald said.

The August jobless rate matched the

Continued on Page 5

Comprehensive plan

Mondale attacks Reagan deficits

Democratic presidential candidate Walter Mondale pressed his attack on President Reagan's economic policies with a comprehensive plan aimed at reducing the Reagan budget deficits, already the largest in history.

Mondale coupled the release of his proposal with a challenge to Reagan—who campaigned in 1980 on promises to balance the budget by 1984—to be as forthcoming in "leveling with the American people."

The blueprint unrolled by Mondale would cut the projected Reagan deficit of $263 billion by 1989 by about two-thirds, or to about $86 billion.

Mondale's plan, which he termed "practical and realistic," calls for tax increases for the richest Americans and a 15 percent minimum tax on corporations as well as carefully managed spending cuts, improved management of an array of government programs, lowered interest rates and the benefits of growth from an economy freed from the drag of the massive deficits.

Restoring Reagan cuts

A projected $30 billion more would be spent on education, job-training, research, trade competitiveness and environmental programs as well as restoration of some social programs slashed under the Reagan Administration. Mondale called such spending essential for "key programs that will enhance competitiveness and fairness in American life." But other spending, he said, would be put on a "pay-as-you-go" basis.

Defense spending would also increase under the Mondale plan, but at a slower rate than Reagan's, and the Democratic candidate stressed that defense outlays would be keyed toward "increased preparedness" and away from "unnecessary procurement."

Savings in the federal budget would come from containment of hospital and doctors' costs in federal medical programs, better management of farm programs, better debt collection—including on taxes—and better overall management of the federal government and its activities.

Mondale's tax program would not raise

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Reagan draws heavy fire on copper stand

Pittsburgh—President Reagan's refusal to restrict copper imports is a "devastating blow" to 30,000 American hard rock miners and smelter workers whose jobs are being eroded by the unchecked flood of foreign copper in the U.S. market, the Steelworkers said.

By ignoring the International Trade Commission's unanimous finding that imports are seriously injuring the U.S. copper industry, Reagan demonstrated insensitivity to the needs of copper workers, USWA Sec. Edgar Ball stressed.

These copper workers need their jobs so they can support themselves and their families as productive members of society, he said. The USWA represents a majority of the U.S. copper miners and smelter workers.

Ball, who presented the union's testimony at the ITC hearings earlier this year, stressed the unfairness of imports, which are subsidized by foreign governments. More than half of the imports come from Chile, a military dictatorship that exploits its workers, he pointed out.

"To continue to permit trade to be unfair, without using available remedies to help level the playing field is a travesty of real competition. It holds serious adverse implications for the American future," he warned.

Deep penetration

Imported copper has taken over 26 percent of the U.S. market, the ITC said in June. In its 5-0 ruling the commission held that U.S. copper producers are being seriously injured by the flood of refined and blister copper coming primarily from Chile and to a lesser degree from Peru, Canada, Zaire and Zambia.

In petitions to the ITC, 11 major U.S. copper producers pointed out that subsidies from the governments of Chile and Peru, along with low-interest construction loans from the World Bank, have given an unfair advantage to copper producers in those countries. The commission agreed and recommended that Reagan impose quotas or tariffs.

Last month, Reagan's sub-Cabinet Trade Review Group overwhelmingly recommended that he reject the June 14 ITC finding.

In announcing the White House rejection of the ITC finding, U.S. Trade Representative William E. Brock contended that imposing restraints on copper would raise copper prices and affect fabricating jobs.

The Coalition of Copper Industry Companies, which brought the complaint to the ITC, said that "it's a sad commentary on American trade policy that the one case unanimously affirmed by the ITC was totally rejected by the Administration."

Steelworkers President Lynn Williams receives Eugene V. Debs Award from AFL-CIO President Lane Kirkland. Others from left: Social Democrats U.S.A. Executive Director Rita Freedman, Andrei Sakharov's daughter-in-law Tatyana Yankelevich, and Social Democrats U.S.A. Chairman Bayard Rustin.

Social Democrats' award cites Steelworkers leader

New York—A renewed commitment by the United States and other western nations to organized labor and greater democracy in the workplace is sorely needed today, Steelworkers President Lynn Williams told the Social Democrats U.S.A.

Williams, recipient of the Social Democrats 1984 Eugene V. Debs Award, said unions face a big challenge in labor-management relations to recognize "the right of workers to have democratic input where their job security" is concerned.

In accepting the award, Williams pointed to labor's long-standing commitment to social justice and its increased political activism, and urged an all-out effort among union members in behalf of the Democratic presidential ticket.

"What we do together between now and November to elect Walter Mondale and Gerry Ferraro will have an enormous impact on the hopes of workers and the future of unions in America and, indeed, in the entire world," he said.

Williams received the award from AFL-CIO President Lane Kirkland and Social Democrats Chairman Bayard Rustin. The award is named for the former trade union leader who ran for president on the Socialist Party ticket earlier in this century.

In an address to the 400 members and friends of Social Democrats U.S.A., Kirkland charged the Reagan Administration is exploiting religion for political ends.

"The new morality of greed, so garishly displayed at the Republican convention in Dallas, has now been dressed up in a coat of self-righteous piety and peddled over the airwaves by silver-throated Bible-thumpers and a dove-tonsiled 'great communicator' in the most cynical exploitation of religion since the dawn of Prohibition," Kirkland declared.

He also pointed to the "hypocrisy" of the Administration's foreign policy, noting that while "righteously preaching hatred of the 'evil empire,' it is lifting sanctions against the destroyers of Solidarnosc and quietly funding, with trade credits, the arms buildup of the Soviet Union."

Other speakers reflected the range of both domestic and foreign policy concerns.

Support of Sakharov

Tatyana Yankelevich, stepdaughter of imprisoned Soviet human rights advocate and Noble Peace Prize winner Andrei Sakharov, praised the AFL-CIO and the Social Democrats for their support of his cause.

Rep. Charles Rangel (D-N.Y.), national cochairman of the Mondale-Ferraro committee, called for a redoubling of labor's efforts in support of the Democratic ticket.

"We have the registration. We have the heart, and we have the commitment," he said. "And most of all, when things get tough and the tough start going, we have labor to say we're not going to take four more years of what we've suffered already under Ronald Reagan."

Rustin issued a call for solidarity with the Steelworkers who have been unfairly locked out for four months at a Hess Oil Co. refinery in the Virgin Islands, through broad public support for the AFL-CIO boycott of Hess products.

SEIU suit hits dawdling on asbestos peril

The Service Employees, accusing the Environmental Protection Agency of foot-dragging on the asbestos hazard in schools, filed suit in federal court to prod the EPA on a plan of action.

Citing the cancer-causing risk to students and school employees, the SEIU asked the U.S. District Court in Washington to order EPA to issue new rules within 30 days for the removal of asbestos from school buildings.

EPA rules now require only that schools inspect for the presence of asbestos, but do not specify under what conditions it should be removed or how students or employees should be protected during the removal process.

SEIU President John J. Sweeney noted that although Congress this year appropriated $50 million for loans and grants to remove the substance from schools, EPA has failed to take any action to write regulations governing the process.

"In the meantime, thousands of schools have undertaken asbestos abatement activities in a haphazard manner, disturbing friable (flaking) asbestos without safeguards and making it even more dangerous," he said.

Crisis ignored

"It has become obvious that the Reagan Administration either thinks asbestos is not dangerous, or believes the federal government should play no role in confronting a crisis that threatens children and adults on a scale not seen since the polio epidemics earlier in this century."

SEIU represents some 100,000 school maintenance workers across the nation. The union's action is the latest in its long-running battle with the EPA to abate the health hazards posed by asbestos, which was extensively used in schools constructed over the last 40 years and now endangers the health of some 3 million children and 600,000 school employees.

Asbestos is a known carcinogen which causes mesothelioma, cancer in the chest cavity, and numerous other lung diseases, including asbestosis.

The first deaths from school-related asbestos exposure are just now being turned up since the diseases typically take 30-40 years to develop. Children are especially vulnerable because they breathe in and out more frequently than adults.

Cites dangers

SEIU has raised the problem with EPA Administrator William Ruckelshaus over the past several months in an attempt to persuade the agency to issue abatement rules but to no avail. The union filed its lawsuit when those efforts failed, citing the Toxic Substances Control Act.

Sweeney also charged that the asbestos exposure problem has provided incompetent removal contractors a "field day."

"Workers have been observed flushing indestructible cancer-causing asbestos materials down toilets, releasing enough fibers to contaminate an entire city's water supply," he said. "Others have been seen transporting asbestos materials away by private automobile."

An EPA spokesman said the agency is reviewing the union's charges but had no comments on the lawsuit.

Wider impact of Hispanic vote cited

Denver—Voter registration and a strong turnout of the Hispanic union vote Nov. 6 emerged as the top priorities of the Labor Council for Latin American Advancement convention here.

LCLAA President Henry L. Lacayo, an Auto Workers vice president for political action, told the 300 delegates that it is increasingly clear "that Hispanics now have the political clout in several key states to be the swing vote—the deciding vote—in the presidential election, as well as several important statewide and local elections."

AFL-CIO President Lane Kirkland in his speech to the delegates, stressed the importance of the Hispanic vote, and praised LCLAA's highly successful registration and get-out-the-vote campaigns among Hispanic union members and their families.

"Now political analysts believe the Hispanic vote in Florida, California and Texas will largely determine who sits in the White House next January," Kirkland said.

"You have already shown your mettle by electing outstanding Hispanic candidates to political office at all levels—from the mayor's offices in Denver and San Antonio to the governor's mansion in New Mexico, and to the U.S. Congress. And come November, LCLAA will again be on the front lines," he stressed.

At the LCLAA women's conference held in conjunction with the convention, delegates were addressed by New Mexico's Sec. of State Clara Jones, a Latina. Other conference speakers included Rep. Pat Schroeder (D-Colo.), Colorado Lt. Gov. Nancy Dick, COPE-endorsed Democratic candidate for the Senate; Colorado State Sen. Polly Baca, and AFL-CIO Women's Activities Coordinator Cynthia McCaughan.

Election aided

In his welcoming address to delegates, Denver Mayor Federico Peña pointed out that strong support for him from LCLAA and other labor organizations contributed to his successful election effort.

The urgent importance of registering Hispanic union members was underscored by New Mexico Gov. Tony Anaya in his speech to the convention.

Delegates unanimously re-elected Lacayo as well as Executive Vice President Jack F. Otero of the Railway & Airline Clerks and Sec.-Treas. Oscar Sanchez of the Steelworkers.

Also elected by acclamation were Vice Presidents Maria Portalatin of the Teachers, Alfonso Rodriguez of the Carpenters, Manuel Gonzalez of the Ladies' Garment Workers, Rudy Mendoza of the Communications Workers, Chano Merino of the USWA and Ricardo F. Icaza of the Food & Commercial Workers.

J. J. Rodriguez, UFCW, president of the Los Angeles County AFL-CIO, chose not to run for re-election, and was replaced by Icaza. Alfredo C. Montoya, USWA, continues as executive director.

Other speakers included Oil, Chemical & Atomic Workers President Joseph M. Misbrener, USWA Vice President Leon Lynch, Colorado AFL-CIO President Norman Pledger and New Mexico Speaker of the House Ray Sanchez.

Flight attendants ratify 3-year pact with Ozark

The Flight Attendants ratified a new three-year contract with Ozark Air Lines that provides full job security for all 542 AFA members and stipulates that Ozark will not form a non-union airline during the term of the agreement.

The package also provides a 4-percent pay increase on Feb. 1, 1985, along with two 5-cent increases in hourly pay for attendants with extra duties and 10 cents more an hour for expense allowance. The agreement has a lower new-hire scale which merges with regular rates in the sixth year of employment.

AFL-CIO spots

Television campaign focuses on key issues

Continued from Page 1

on Sept. 10, labor officials in those cities met with reporters to detail their participation in the program. St. Louis unions, for example, have pooled some $16,000 for a totally coordinated radio buy. A similar effort by Atlanta unions is estimated at $14,000.

Production costs for the spots are covered in the operating budget of the Labor Institute of Public Affairs. Besides the "issues" campaign, six new episodes of LIPA's "America Works" series are scheduled for broadcast on 150 educational TV stations this month. The half-hour public affairs shows cover the same concerns as the spot commercial campaign.

Rebuts criticism

At his news conference, Kirkland rejected any suggestion that the "issues" campaign is aimed at advancing the cause of any candidate. It's an extension, he said, of the work of LIPA, which was established by the federation three years ago in response to "a very strong sentiment" among labor's local leadership expressed during the initial round of regional conferences.

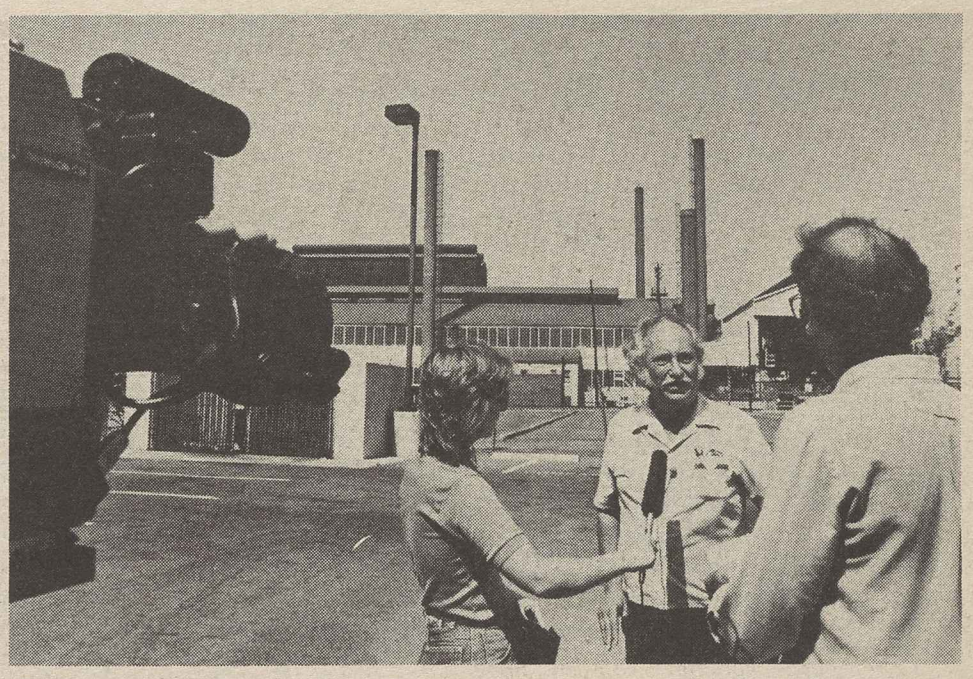
"The most frequently raised point that we heard from local leadership all over the country," Kirkland recalled, "was that we were largely shut out of the dominant medium of communication in this country . . . a medium that, to a growing extent, molds American opinion, and a medium through which most Americans get their information, usually in short bursts.

"Since we have a strong purpose to continue to keep open and active channels of communication with our members and with the public at-large, we clearly cannot afford to ignore or stay out of the primary channel through which our members and the public at-large get their impressions."

Kirkland said labor's earlier hesitance at making use of the television medium was at least partly because it was "somewhat intimidated" by the high costs. But the changing technology of the industry now makes it possible "to get material on (television) on a targeted basis at a tolerable cost," he observed.

The AFL-CIO's "issues" campaign, he said, is not being coordinated with the television efforts of individual unions, such as the Auto Workers.

The UAW campaign "is a very good one," Kirkland said, "and we are very delighted to see them doing it." He cited TV commercial campaigns by other unions, such as the Ladies' Garment Workers, the Communications Workers and the State, County & Municipal Employees, which he said "are addressing urgent concerns in their particular sectors." They are not systematically coordinated with the AFL-CIO campaign, but as affiliates of the federation, "they're also part of this," Kirkland stressed.



On location in East Los Angeles, production crew interviews Cruz Montemayor, one of workers speaking out in AFL-CIO TV campaign on major issues.

Postal unions demand Bolger join stalemated contract talks

Postal unions gave notice to the Postal Service they will not participate in contract talks until Postmaster Gen. William F. Bolger shows up at the table.

President Vincent R. Sombrotto of the Letter Carriers said, "We have received no indication that Bolger is willing to come to the table himself to bargain over the critical economic issues that caused this impasse—wages and benefits. Therefore, I shall not be returning to negotiations."

Postal Workers President Moe Biller, who earlier chided Bolger for not participating directly in the talks, said he stands ready to meet with him but "at this time nothing is scheduled."

Lawyers for the Postal Service and unions met in Washington Sept. 11 to lay the ground rules for resumption of the first negotiations since talks broke down July 20. The meeting focused on narrowing the non-economic issues that separate the parties, and did not touch upon the key economic issues in the dispute.

No new talks were scheduled, though the unions indicated they are ready to negotiate a new pact once Bolger puts in an appearance.

Adequate grounds

If talks do not resume, the contract dispute by law will go to a three-member arbitration panel by Oct. 19.

In a related matter, the Postal Rate Commission recommended an increase in first-class postage from 20 to 22 cents and in postal cards from 13 to 14 cents. The panel also called for a 14-percent hike in regular second-class mail. Most labor publications are mailed out at the second-class non-profit rate.

Federal child care efforts urged

The need for adequate child day care programs is increasing dramatically for working mothers, but the Reagan Administration has drastically slashed federal programs and blocked standards for safe, qualified existing programs, AFL-CIO Vice President Barbara Hutchinson told a House committee.

In testimony before the House Select Committee on Children, Youth and Families, Hutchinson stressed that the AFL-CIO supports enactment of a "massive" federal commitment to programs that would provide early childhood development and quality child care and protection services in communities throughout the nation.

But the Administration has damaged the progress made in child care—particularly for working mothers—by cutting the child care programs from the federal budget and virtually eliminating federal standards for quality, Hutchinson charged.

"Its goal is to have parents rely on the free marketplace," such as for-profit child care centers, and minimal employer-sponsored programs "with church and community groups to fill the remaining, gaping void," she said.

Hutchinson is director of the women's department of the Government Employees.

She pointed out that while unions continue to bargain for child care programs, progress toward the goal is slowed by employer foot-dragging and resistance.

Since "realistically" working mothers must rely on proprietary child care services, they must be improved and regulated, Hutchinson said.

To accomplish this, she told the committee, the AFL-CIO supports measures such as increased funding for provisions in the Social Security Act that aid working families in need of child care services and protect abused and neglected children. Funds for these services were slashed from the Reagan budgets, Hutchinson pointed out.

The AFL-CIO urges the establishment of a federal commission on child care standards and the establishment of a program to help communities establish child care information and referral services, Hutchinson testified.

Organized labor also favors federal funding for training child care workers, she said, pointing out that too often for-profit centers, in order to keep costs down, hire part-time workers, pay minimum wages and offer no benefits, all of which leads to rapid turnover, dissatisfied workers and poorer care for children.

Hutchinson said that unions are pressing for programs to provide before-and-after school care for children of working parents. By 1990, more than 17 million school-age children will be found in working famiiles, and many will have no care at all before or after school. Only a few such programs new exist, and many of them charge fees that are out of reach for lower-income workers.

Hutchinson urged that the dependent tax care credit be examined to determine if it can be made more useful and fair to all families. The credit currently provides $2 billion in support for all families—regardless of income—but does little for middle-income families and even less for low-income families, she said.

AFL-CIO Vice President Barbara Hutchinson testifies on child care budgets at House hearings. Teachers Vice President Lorretta Johnson is at left.

Ruling on California scheme sets back 'con-con' campaign

Right-wing backers of the effort to call a constitutional convention to force through a balanced budget amendment were handed a setback when Supreme Court Justice William Rehnquist refused to set aside a California Supreme Court decision banning a "con-con" referendum from the state's November ballot.

The initiative, had it gotten on the ballot and passed, would have coerced state legislators into voting for a petition to Congress for a constitutional convention, supposedly to draft an amendment requiring a balanced federal budget.

Both the amendment and a constitutional convention are strongly opposed by organized labor and a large coalition of other organizations and individuals. The California AFL-CIO was active in the fight against the initiative there.

The last time the United States held a constitutional convention was in 1789 when the original document was drafted.

Arbitration prospect

Justice Rehnquist, who handles such emergency requests from California when the court is not sitting, held that the state court handed down its decision based on "adequate and independent" state ground.

While the decision averts some of the danger of a "con-con" petition passing, right-wing groups also are pressing active campaigns in Montana—where a "con-con" referendum will be on the ballot—and in Michigan. So far, legislatures of 32 of the required 34 states have voted for the petition.

On a separate front, conservative supporters of a balanced budget amendment are still trying to get both houses of Congress to approve a balanced budget amendment.

The measure has been reported out of the Senate Judiciary Committee, and House Republicans are mounting an effort to get their bill discharged from the Judiciary Committee before Congress adjourns in early October. Roughly 190 of the necessary 218 members have signed the discharge petition.

The AFL-CIO has stressed that calls for a balanced budget amendment represent "crackpot" economic policy that would cripple congressional power to fight both recessions and inflation and at the same time threaten 50 years of progressive programs like social security.

Such attacks on important social programs, the AFL-CIO has charged, are the real objective of the amendment's proponents, who include the right-wing National Taxpayers Union and the National Tax Limitation Committee.

The federation—joined by civil rights, senior citizens, and other human rights organizations—has also charged that a second constitutional convention could not only unhinge the delicate balance of power on which the government successfully operates, but also open the door to limitations on Americans' rights and freedoms.

Busting a ghost

The Reagan Administration's Occupational Safety & Health Administration has egg on its face again. This time it's for secretly trying to get a member of Congress to deliver an error-riddled attack on Rep. Dave Obey (D-Wis.) who has been a frequent critic of the agency for not doing its duty.

The speech was ghost-written by OSHA's legislative department.

When a copy was leaked to Obey, he inserted what he called "this pathetic little speech" in the Congressional Record, congratulating his colleagues for not stooping to use it.

Tongue-in-cheek, Obey's introduction to the piece said that "productivity at the U.S. Dept. of Labor has apparently grown so rapidly in recent years that they are now volunteering their services outside the Executive Branch and are engaged in congressional speech writing."

Obey pointed out that the OSHA essay was intended to talk back to strong criticism he had leveled at the agency in August. He charged that the agency has been involved in a cozy relationship with the Coors brewery that has led to a drastic reduction in inspections at its Colorado facilities in spite of evidence of severe safety problems.

OSHA and Coors lawyers, he noted, even worked out a deal to allow the company to continue exceeding—by as much as 250 percent—federal noise standards at one of its plants so that the government could conduct a "study" of the effects of such noise on hearing loss among workers.

OSHA's ghost-writing effort, Obey observed, not only failed to answer his charges, but contained numerous major and minor factual errors, including mistakes in simple addition.

Officials at the agency tried to play down the incident, claiming that some "lower level employees" were just having a little fun because "Obey has been a pain in the neck to us."

In detailing the errors in the proposed speech, Obey quipped that "while we have cut back job training and CETA jobs considerably in the last several years, there are clearly a few make-work jobs left for the unskilled at the Dept. of Labor."

Courts sting social security agency for harsh rulings against disabled

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cause they failed to reply to an official notice or to fill out a required form.

The 2nd Circuit U.S. Court of Appeals in New York ordered the agency last Aug. 28 to restore benefits to some 50,000 mentally or physically disabled persons who had been cut off under what the court found was a "clandestine policy" of determining eligibility. The decision criticized the Administration particularly for its actions in cases involving the mentally disabled, who the court said would suffer an "ordeal" or "severe medical setback" if forced to battle the government for restoration of benefits.

Shifting tactics

The Times story pointed out that the SSA task force's recommendations dealt with new procedures rather than changes in underlying policy. The Times cited memoranda by agency officials as indicating an effort to avoid unfavorable court precedents and the "adverse publicity" that results from "a tongue-lashing by an angry judge."

In another development, a federal judge found that the SSA had put undue pressure on administrative law judges in disability benefit cases by creating "an untenable atmosphere of tension and unfairness" for those ALJs who frequently ruled against the government's position.

An association representing most of the administrative law judges at HHS had filed suit accusing the Administration of setting illegal quotas for rulings favorable to the government in disability cases. The agency temporarily halted its reviews of the ALJs' individual performances when the lawsuit was filed.

HHS Sec. Heckler last April also called a halt to the disability review process as protests swelled against the Administration's harsh and heavy-handed benefit cutoffs of persons with legitimate and continuing disabilities.

Some 500,000 persons were removed from the disability rolls in the three years of the Reagan Administration's operation of the review program, but more than 200,000 won reinstatement of their benefits after appealing.

Both the House and Senate have approved legislation to overhaul the social security disability review process, but conferees have so far been unable to resolve key differences between the measures:

- Under the House bill, a disabled person would remain on the benefit rolls unless the SSA could prove that his or her medical condition had improved. Under the Senate bill, which the Administration supports, the burden of proof would be on the beneficiary to show that the disabling condition had remained the same or worsened.
- The House bill would require the SSA to apply any federal court ruling on a disability case to all similar cases within that federal court circuit, or to appeal. The Administration refuses to follow this principle and recognizes court decisions as applying only to the specific case. It continues to apply standards rejected by a court to other cases that arise subsequently within the same circuit.

Sharp criticism

This stand by the Administration drew sharp criticism from Giuliani, the U.S. Attorney in New York, in his letter to the judges in the Southern District, the Times noted.

"There has never been any support to my knowledge," Giuliani said, "for the notion that federal agencies within a particular circuit could disagree with and refuse to follow clear rulings of that circuit."

Before his appointment to the U.S. Attorney's post, Giuliani served the Reagan Administration as Associate Attorney General, the third-ranking position in the Justice Dept.

Mondale attacks Reagan deficits

Continued from Page 1

taxes for families with adjusted gross incomes of $25,000 or less, and increases for most working families would be small. Families earning between $25,000 and $35,000 a year would see a tax increase of only about $95 a year, Mondale said, stressing that Reagan won't "answer the question . . . 'who will pay for the Reagan deficit?' " because his answer "is so unfair to Americans of average income. Mine isn't."

Mondale said revenues raised through the higher taxes—which would roll back many of the Administration's juiciest tax breaks and new loopholes for the wealthy and for corporations—will be put into a "deficit reduction trust fund."

Watts, Knecht of CWA slate '85 retirement

Keystone, Colo. — Communications Workers President Glenn E. Watts and Sec.-Treas. Louis B. Knecht announced that they both intend to retire next year to give their successors time to prepare for new contract talks with AT&T.

Watts, an AFL-CIO vice president, made the announcement at the CWA executive board meeting here and in a brief letter to staff members that he and Knecht would step down at the union's convention next July, a year before their three-year terms are due to expire. Both are 64 years old.

Bargaining with the Bell System companies is scheduled to open in mid-1986 and will be the first full-scale negotiations since AT&T divestiture of the operating companies. CWA represents more than a half-million workers at AT&T, the seven regional companies and most local operating companies.

CWA's executive board recommended Morton Bahr, vice president for the union's New York district, to succed Watts, and Executive Vice President Jim Booe as Knecht's successor. The recommendations were enthusiastically endorsed by the board.

Watts is only the second president to lead the CWA. He succeeded to the post in 1974 when Joseph A. Beirne was forced to step aside by the illness that later took his life. Knecht became secretary-treasurer when Watts moved up. Both had earlier held a number of offices in the CWA, including service as district director, assistant to the president, and executive vice president.

Three unions to vote on accord with Merck

Rahway, N.J.—Three AFL-CIO unions representing production and maintenance workers at eight Merck & Co. plants reached a tentative settlement that could end a strike and lockout that idled 4,000 workers since early June.

The tentative settlement with the pharmaceutical company covers wages and benefits for members of the Oil, Chemical & Atomic Workers, Chemical Workers and Clothing & Textile Workers.

Farm Workers rap new bracero plan

Bakersfield, Calif.—The Farm Workers called for defeat of the Simpson-Mazzoli immigration bill that would allow growers to use large numbers of foreign agricultural workers to harvest crops, warning in a convention resolution that the measure would cost thousands of American jobs.

The UFW delegates voiced strong opposition to a provision in the bill for a guest worker program that would bring back all the evils of the disastrous "bracero" abuses of the 1950s and 1960s.

The decision of Rep. Leon Panetta (D-Calif.) to sponsor the guest worker provision is "the greatest single act of betrayal against farm workers and Hispanics by any Democratic politician in recent memory," the UFW charged.

Under the Panetta amendment, farm employers could import temporary workers for up to 11 months a year to harvest crops. The UFW said the influx of temporary workers could swell to 300,000 a year.

Setback for workers

As currently drafted, the Simpson-Mazzoli bill now before Congress would be a huge setback for farm labor, the UFW said.

"The guest worker program contradicts the bill's goal of reducing the flow of foreign workers competing for jobs in the United States, and would . . . depress wages and working conditions for farm workers and workers in other industries," the resolution warned.

To fight this and other "dark forces of reaction," UFW President Cesar Chavez said that the union has developed a "more professional, more coherent political strategy," including a return to the boycott of non-union table grapes that was so successful a decade ago.

Delegates pointed to the anti-labor policies of Gov. George Deukmejian and his "sinister alliance with corporate agribusiness" in California, which have brought the state's farm workers 21 months of "persecution."

$72 million owed

The Republican governor "has brought to pass a terrible toll in human suffering as more than 6,300 farm workers wait for $72 million in back pay owed them by grower lawbreakers and as more than 36,000 farm workers wait for growers to sign contracts after workers voted for the UFW in secret ballot elections," a convention resolution charged.

Although over 27,000 UFW members are working under 161 active contracts, another 36,000 farm workers have voted for the union but are not covered by contracts. They are employed by 16 companies awaiting certification of representation elections by the California Agricultural Labor Relations Board and by 96 companies that are either challenging the ALRB's certification or are negotiating contracts with the union.

The union said that ALRB decisions currently are being appealed in court at a rate of 75 percent. Growers appealed 22 ALRB decisions in the past year, while the union appealed two.

In its resolution, the union accused Deukmejian of being "sweepingly anti-UFW" and determined "to divest the California Agricultural Labor Relations Board of the tools the farm workers need to protect themselves from the ravages of unfettered anti-union agribusiness."

In a report to the convention, Chavez said that the UFW may have to defend itself against the unaffiliated Teamsters in attempts to organize farm workers. The two unions had an agreement that called for the UFW to organize field workers while the Teamsters organized truck drivers and other traditional Teamster farm jobs.

The 10-year agreement ended last March, however, and Chavez told the convention that Teamsters President Jackie Presser has indicated he will not renew the jurisdictional pact.

Mondale endorsed

Delegates wound up their three-day convention by endorsing the Democratic presidential and vice presidential candidates, Walter Mondale and Geraldine Ferraro, as well as a long list of congressional and state legislative candidates in California, Arizona, Florida and Texas where the union has members.

UFW Community Action Dept. Director Roberto De La Cruz, reported that the union helped defeat a number of bills in the California legislature that sought to dilute provisions of the farm labor law. In the past year, the union won a ban on the short-handled hoe in Arizona and workers' compensation coverage for the farm workers in Texas.

15.1 million affected

New study analyzes phantom unemployed

The nation's real jobless rate is 13.2 percent and reflects more than 15.1 million Americans who are without jobs or underemployed, a coalition of labor, religious and public interest groups stressed.

"Despite some improvements in the economic picture during the past year, substantial numbers are still worse off today than they were three years ago," the coalition observed in a report titled Whose Recovery Is It, Anyway?

While the latest official report on joblessness showed a total of 8.5 million—7.5 percent of the labor force—still unemployed, the figures overlook some 1.3 million long-term unemployed who have become too discouraged to seek jobs. Nor do they take into consideration another 5.3 million persons who hold part-time jobs because they were unable to find full-time work.

The coalition released the study on Capitol Hill at the same time the Joint Economic Committee of Congress held its monthly hearing on the official jobless report from the Bureau of Labor Statistics.

The coalition called on Congress to enact federal jobs programs to aid the "phantom unemployed who are not even being counted in the official figures."

Members of the coalition are Americans for Democratic Action, American Friends Service Committee for Community Change, Children's Defense Fund, Full Employment Action Council, Lutheran Council U.S.A., Roosevelt Centennial Youth Project, Rural Coalition, Service Employees, U.S. Catholic Conference and U.S. Student Association.

Rep. Augustus Hawkins (D-Calif.), a JEC member and chairman of the House Education & Labor Committee, called high joblessness in both the BLS figures and the coalition report "unacceptable."

Reagan factor

Not only has the Reagan Administration failed to live up to the provisions of the 1978 Humphrey-Hawkins Full Employment & Balanced Growth Act calling for a reduction of the jobless rate to 4 percent by 1983, but it "is abolishing every jobs program and reducing outlays" for the jobless, he said. This serves only to compound the problem, especially for low-income families, he said.

Howard Samuel, president of the AFL-CIO Industrial Union Dept., and secretary-treasurer of the Full Employment Action Council, charged the nation's unemployment rate "is going in the wrong direction." The council spearheaded the coalition report.

Besides the continuing trend of rising joblessness overall, many groups and communities still bear an excessively heavy and disproportionate share of the burden of unemployment and loss of income, the coalition pointed out.

"In a broader, more realistic perspective, reviewing the entire 1981-84 period, the job gains are not nearly as impressive as many claim they have been," the study observed. "The numbers mask rates that are double, triple or more for many groups who must bear the brunt of persistent unemployment and its accumulating effects.

Some study highlights:

- The jobless rate for blacks hovers at 16 percent with nearly 2 million out of work. That is some 400,000 more than in July 1981, when the rate was 14.9 percent.
- Joblessness among Hispanic workers is 10.7 percent, or more than 1.5 times that of white workers, with 672,000 unemployed. In July 1981, their rate was 10 percent, with 591,000 unemployed.
- The 19.7 million manufacturing employees represent half a million fewer than in July 1981.
- The 5.3 million people working part-time because full-time work is not available compares with 4.3 million in July 1981.
- While young people represent nearly 18 percent of the unemployed, they have received fewer than 3 percent of the jobs created since the Reagan recession bottomed out in December 1982.

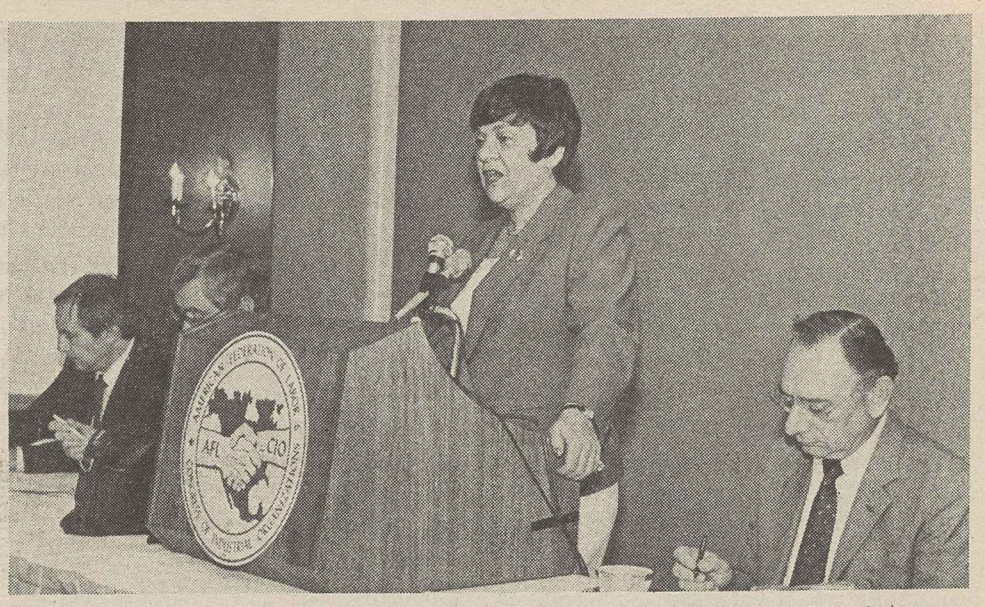
Children suffer

Marian Wright Edelman of the Children's Defense Fund pointed out that one of every five children in the country lives in poverty and that one in six single mothers cannot find a job.

Rev. Charles Bergstrom of the Lutheran Council called on President Reagan and Democratic presidential nominee Walter Mondale to debate the issue of the unemployed and the underemployed—especially minorities, women, the young, and discouraged workers — during their televised debate this fall.

The Roosevelt Centennial Youth Project, one of the 11 organizations sponsoring the conference and the demonstrations held simultaneously at 25 other locations, drew attention to the glaring gap between the jobless rate for black teenagers, 41.7 percent, and that of white teenagers, 15.9 percent.

"We cannot let another four years go by without action, and lose still another generation of teenagers to hopelessness, unemployment and long-term dislocation in their lives," he said.



Votes of trade union women will play a major role in the 1984 elections, AFL-CIO Vice President Joyce Miller declares. At right is ABC News political coverage director Hal Bruno.

Working Women for '84 map all-out register-and-vote drive

Strategies for labor's all-out effort to encourage women union members to register and vote this year topped the agenda for the meeting of AFL-CIO Working Women for '84, an arm of AFL-CIO COPE.

AFL-CIO Vice President Joyce Miller, who heads the committee, told the meeting of some 100 women representing 20 AFL-CIO unions that the group "was specifically organized to get our women union members out to vote."

The committee, as "an integral part of COPE," is working closely with the federation's overall union-member voter registration effort, she said.

The ad hoc committee was formed earlier this year to urge women unionists to support Walter Mondale's bid in the primaries for the Democratic presidential nomination. The committee expanded its activities to work for the Mondale-Ferraro ticket through the elections.

AFL-CIO Vice President Barbara Hutchinson is vice chair of the committee.

In his remarks to the committee, James Kennedy, assistant to AFL-CIO Sec.-Treas. Thomas R. Donahue, was sharply critical of polls that show Mondale trailing in the presidential race.

While responsible polls may be accurate for the moment and place they are taken, they have been "extraordinarily inaccurate" in predicting long-term results in elections, Kennedy pointed out.

AFL-CIO COPE Director John Perkins told the committee that labor turnout is also crucial in the Senate, House and gubernatorial races.

Low marks for Reagan

Perkins reviewed marginal races in each category in each state, and COPE Special Assistant David Jessup diagramed recent polling on issues of key interest to voters, noting that most survey results show voters—especially women—giving low marks to the Reagan Administration on issues of fairness to low- and middle-income Americans.

Their successful local voter registration and participation activities among women union members were explained by Pennsylvania AFL-CIO Sec.-Treas. Judith Heh; Marguerite Crampton, Volunteers in Politics director for Maryland and D.C. AFL-CIO COPE, and Holly Ann McCoy of the Food & Commercial Workers.

Other speakers included Joanne Howe, executive director of the non-partisan Women's Vote Project, an organization launched by the Coalition of Labor Union Women and other women's groups, and Hal Bruno, director of political coverage for ABC News, who analyzed the current polling information on the presidential race.

Jobless rate sticks at 7.5 percent

Continued from Page 1

level recorded in both May and July, and was still unconscionably high as Administration policies push the nation toward another possible recession.

Oswald pointed out that the BLS report masked wide disparities of joblessness among different labor force categories and various parts of the country.

For example, while last month's unemployment rate among white-collar workers averaged 4.2 percent, the rate for blue-collar workers was more than double, 8.6 percent.

Similarly, blacks experienced far more unemployment than whites, their rate running at 16 percent in August compared with 6.4 percent for white Americans and 10.7 percent for workers of Hispanic origin.

"The Reagan policies of failure to enforce anti-discrimination laws are a major factor in the much higher level of black unemployment and Hispanic unemployment than that suffered by whites," Oswald charged.

"The diverse impact of unemployment and the lack of concern by this Administration is exemplified by the continuation of double-digit levels of unemployment in Michigan, 10.9 percent; Pennsylvania, 10.4 percent; and a nearly double-digit 9.8 percent rate in Ohio."

Last month's 7.5 percent jobless rate is the same as when President Reagan took office in 1981, which shows no improvement in an area of vital concern to the vast majority of Americans.

Slowdown

After a long recession, followed by an uncertain recovery benefiting mostly the rich, the economy has shown signs of faltering over the past two or three months.

BLS Commissioner Janet Norwood told the congressional Joint Economic Committee, "The August data show a moderation in the pace of labor market improvement that we have experienced for more than a year and a half."

While a BLS survey of nonfarm business establishments showed the number of payroll jobs edged up 160,000 to 94.5 million in August, the bureau's household survey showed an unusually large decline of 425,000 in total employment to 105 million.

All of this decline, BLS pointed out, occurred among youths under the age of 25. The disproportionately large drop may have been the result of a later than usual sampling week, Aug. 12-18, during which many young people may have already left summer jobs to prepare to return to school, the government said.

Labor force drops

The civilian labor force, meanwhile, dedeclined by 445,000 over the month to 113.5 million after seasonal adjustment. Youths under 25 accounted for the decline, BLS said.

In its payroll survey, BLS found some employment increase in a few durable goods manufacturing industries, notably machinery, electrical and electronic equipment, and motor vehicles and equipment. There was little change in most other manufacturing industries.

Employment in construction was about unchanged, following large increases in the spring. Within the service-producing sector of the economy, employment rose substantially in wholesale trade and business services.

IUD President Howard Samuel and President Marian Wright Edelman of the Children's Defense Fund at a briefing on the real rate of unemployment.

A trade unionist's appeal for fairness, equality

By Joan Suarez

Joan Suarez is president of the San Antonio AFL-CIO. This Labor Day article appeared in the San Antonio Light.

Labor Day 1984 in San Antonio finds us still looking for the so-called recovery that has been promised for so long. Most of our affiliates in the San Antonio AFL-CIO show a decline in membership from four years ago due to the Reagan Recession, and many of our locals report unemployed members whose jobless benefits have been exhausted because of the long duration without work.

These workers don't count in the eyes of the Labor Dept. They fall from the statistics, and it is easy for the American public to be convinced of rosier economic conditions when the truth in terms of human suffering indicates that the unemployment figure is actually 2-4 percent higher than reported, with no computation of those who are underemployed trying to survive in dead-end, minimum wage jobs, or those who are working part-time but who desire full-time work.

American workers have always been willing to do their part and to participate in tough decisions and sacrifice when necessary for the common good. Under Reaganomics, however, the sacrifices have not been equitable.

Management rewards

For example, after Greyhound management extracted wage concessions from its drivers and mechanics, management was rewarded with increases. That story can be repeated in contract after contract.

American workers will do their share, but we resent inequality of sacrifice on the part of management. We all remember the promise of supply-side economics: Put the money in the hands of the wealthy who will invest in America allowing for reindustrialization.

American workers know well the need for tools and machinery, higher productivity and healthy profits. We also know well that American corporations do not take a long-term view but instead look to next quarter's profit and loss statement.

Instead of the promised reindustrialization and modernization of American manufacturing, we have seen the large corporations engage in a rash of nonproductive corporate mergers which ultimately will eliminate jobs, decrease competition, and increase the economic power of multinational corporations that salute the almighty dollar and plelge allegiance to the United States when it is economically feasible for them to do so.

We know the hardships American workers have endured in the last three years—23 million jobless in 1981, 27 million in 1982 and 27 million in 1983. We know the tensions these conditions create—the increase in spouse and child abuse, the increase in drug and alcohol dependency, the increase in the suicide rate, the increase in the crime rate. We know the trauma of workers losing their homes and their life's savings. Mortgage foreclosures during the Reagan Recession were 116,000 in 1981, 160,000 in 1982, and 178,000 in 1983. The story of family farmers being run off the land is an equal indictment. The rate of business failures went from 28 per 10,000 in 1979 to a whopping 89 per 10,000 in 1982, an increase of 318 percent.

Meanwhile, programs designed to help those in their time of need were stripped away by federal budget cuts. One million lost all food stamp aid, 4 million lost some food stamp aid. The poverty level rose to the highest level in 17 years—15 percent of all Americans. 700,000 of our children lost Medicaid protection at a time when 10.7 million workers lost all or part of their health coverage due to unemployment. Higher education programs were cut by 27 percent and 700,000 of our sons and daughters were affected by cutbacks in low-interest loans for higher education. At a time when Americans needed jobs, funds for unemployment and training programs were cut by $25 billion dollars.

Soaring deficits

All of these cuts were necessary to eliminate deficits, or so we were told. However, the Reagan deficits for his tenure have surpassed all previous administrations of those "tax and spend" presidents from George Washington to Jimmy Carter. Reagan attempts to mortgage our future for the sake of his re-election effort.

Our children and grandchildren will have to pay the price for the unfair tax policies of this Administration, policies which benefit the wealthy at the expense of working folks. While Reagan talks about the across-the-board tax decreases the statistics tell the real story: 10.4 percent of the total in individual tax cuts went to just .2 percent of the taxpayers—those 162,000 Americans who earn more than $200,000 per year. Meanwhile, the 31.7 million of the neediest people in our society—the 41 percent of the working population who earn less than $15,000 per year—will share cumulatively only 8.5 percent of the tax cut. That is, 10.4 percent shared by .2 percent, while only 8.5 percent is divided among 41 percent. The neediest will receive about $147, while the wealthiest will receive a whopping $22,129 per year.

The tax cuts for the poor, however, have been wiped out by state and local tax increases made necessary by federal budget cuts, and unless there is a change in administration in Washington, it is likely that this group will again have to bear the brunt of federal deficits—in higher taxes and in further budget cuts.

Foxes and chickens

American workers are concerned that the labor laws are no longer enforced since Reagan appointed foxes to guard the chicken coop. We are concerned that safety and health laws are now inoperative. We are concerned that equal opportunity legislation is defunct. We are concerned that this President who delights in quoting Franklin Roosevelt when it is politically expedient has dismantled the fabric of a workable industrial relations policy that has served our nation well for 50 years.

Our members are concerned with the growing numbers of imports that take away our jobs in the needle trades here in San Antonio, as well as in our manufacturing industries. We are concerned that the promise of jobs in high tech might evaporate as we see firm after firm in California's Silicon Valley move their manufacturing components overseas. We are concerned at the thought of going from a relatively self-sustaining, independent, self-reliant nation to a nation dependent upon imports. We are concerned about eliminating the jobs of our designers, our engineers, our craftsmen, our machinists, our builders, and trading them in for jobs manufacturing hamburgers.

Job takeaway

We are concerned about Reagan's subminimum wage plan which would take jobs away from our lowest paid women and give them to their sons and daughters—with a clear signal that younger workers are not valuable. In contract negotiations with the Letter Carriers and the Postal Workers, the Postal Service shows the position of the federal government that younger workers should earn less for the same jobs. If this policy is enforced, not only is age discrimination against the young the policy of this Administration, but older postal employees will soon find themselves replaced by bureaucrats eager to trim postal spending.

We are concerned about policies which pit old against young, men against women, black, Anglo, Hispanic, native American and Asian-American against each other. The policies of this Administration have been policies of divisiveness, not policies of healing, and we strongly resent that. Workers want the same rights, the same respect, the same dignity that we afford to other Americans. We believe that all men and women are created equal, and that all should share in the bounty and the promise of America.

Gompers's inspiration

We need to remember Samuel Gompers's stirring lines which remain the inspiration and the aspiration of the American union movement: "What does labor want? It wants the earth and the fullness thereof. There is nothing too precious, there is nothing too beautiful, too lofty, too ennobling unless it is within the scope and comprehension of labor's aspirations and wants. We want more schoolhouses and less jails, more books and less arsenals, more learning and less vice, more constant work and less crime, more leisure and less greed, more justice and less revenge."

Even 101 years after Gompers issued that challenge, we still struggle for the same ideals. We feel the majority of Americans do, too. Working Americans are not better off than we were four years ago. Ominous clouds are on the horizon—clouds of deficits, higher taxes, higher interest rates, higher unemployment and higher imports—all the direct result of Reagan Administration policies.

The American labor movement will do its part—we always have. But let's equalize the load, and let the privileged few—the corporations and individuals who pay no taxes—let all who share in America's bounty in good times assume their share of the burden in these tough economic times.

It's time to return to fairness and equality for all.

Molders gear up voter drive in backing Democratic ticket

Bal Harbour, Fla.—Cheering delegates to the 125th anniversary convention of the Molders endorsed the Democratic presidential ticket of Walter Mondale and Geraldine Ferraro in their bid to win the 1984 election.

The endorsement resolution stressed that the union would conduct an intensive campaign to urge all its members and their families to register and to vote on Nov. 8.

In other action, the 208 delegates voted to streamline their union's structure by reducing the number of elected vice presidents from eight to five. The reduction is to be accomplished through attrition.

President Bernard Butsavage was elected to his first full four-year term, and Sec.-Treas. Andrew J. Swafford was re-elected to his second term. Butsavage, who had been a vice president, was named to the post by the Molders' executive board in 1983 following the death of President Carl Studenroth.

In his keynote address, Butsavage laid the blame for the nation's deepening social and economic problems at the door of the Reagan Administration and its supporters in the "union-hating, reactionary, right-wing movement."

Organized labor has led the fight for over a century for social and economic decency for working people, Butsavage said.

Progress halted

AFL-CIO Vice President James E. Hatfield warned the delegates that under the Reagan Administration "50 years of progress is going down the drain."

Hatfield, who is president of the Glass, Pottery & Plastics Workers, urged union members to work to "turn our country around" and counter the anti-labor policies of the Reagan Administration by "ridding ourselves of Reaganites, Reaganism and Reaganomics."

Delegates also gave a warm welcome to NAACP Executive Director Benjamin Hooks who stressed that the civil rights organization is actively pursuing its own voter registration because "the shape, the complexion, the context of our next Congress" is at stake in the fall elections.

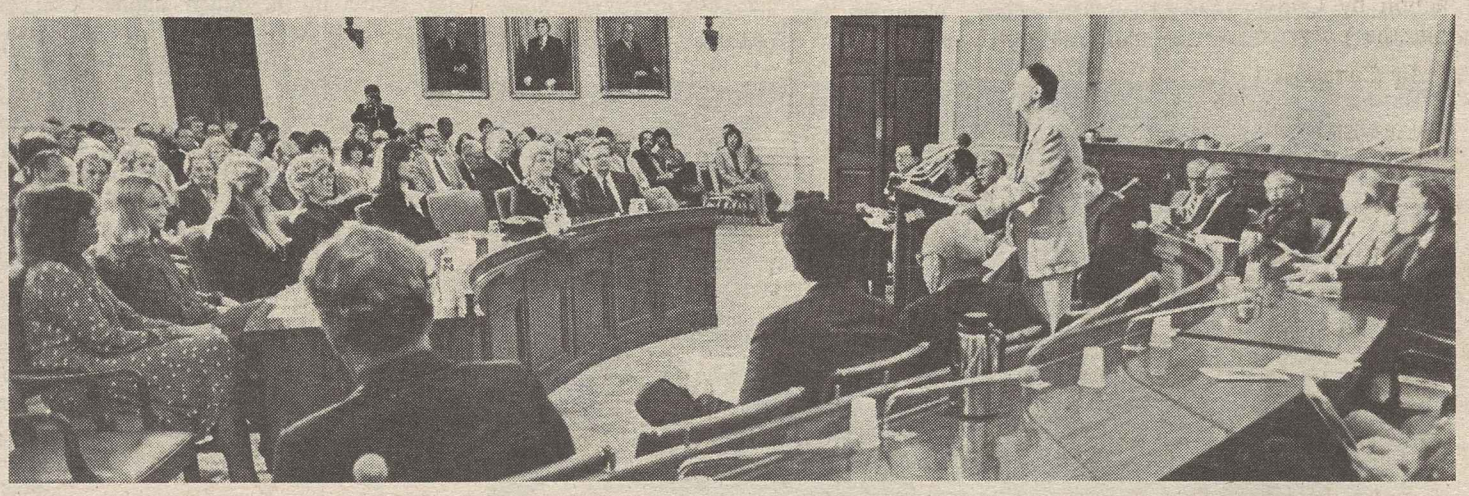
In other major convention action, the delegates elected a five-member merger committee, headed by Butsavage and Swafford, to pursue merger possibilities with another AFL-CIO union.

The delegates also voted to increase strike benefits from a current $45 a week to $65 a week by October 1987. Benefits will increase in $5 increments each Oct. 1, beginning this year when the benefit goes to $50.

Other key resolutions reaffirmed support for passage of an Equal Rights Amendment, the Continental Airlines boycott and Canada's labor-backed New Democratic Party.

The delegates also elected eight vice presidents and a financier-auditor to four-year terms and voted to abolish the vacant posts of executive vice president and assistant secretary-treasurer whose duties have been folded into the offices of president and secretary-treasurer.

Other speakers at the convention were AFL-CIO Metal Trades Dept. President Paul J. Burnsky, Industrial Union Dept. Sec.-Treas. Elmer Chatak, and former Occupational Safety & Health Administration director Eula Bingham.



Tribute to Carl Perkins

Colleagues and friends of Rep. Carl D. Perkins, who died Aug. 3, gather in the hearing room of the House Ways & Means Committee for a memorial tribute to the Kentucky Democrat who was a champion of important labor, educational and social legislation throughout his 35 years in Congress. From 1967 to his death, Perkins chaired the House Education & Labor Committee. Opening the memorial service, attended by many trade unionists, is Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland who also spoke. The tribute to Perkins was organized by the AFL-CIO and the House Education & Labor Committee.

EDITORIALS

A Matter of Image

THE REAGAN Administration professes bewilderment when critics accuse it of harsh, uncaring treatment of the least priviliged and most defenseless members of society.

But the Administration's reputation for callousness was acquired the old-fashioned way—by earning it.

Consider the recent internal report of a task force within Reagan's Social Security Administration. It was set up to study a huge and growing backlog of court cases involving the agency and to make recommendations for dealing with it.

This "major crisis in litigation," as the task force called it, was largely of the SSA's own making. It resulted from the overly zealous effort to strike disabled persons from the social security benefit rolls under review procedures mandated by Congress in 1980.

Since the program began, more than 500,000 persons have been told they are no longer eligible for disability insurance benefits. But more than 200,000 were able to win restoration of the benefits on appeal, an indication of the arbitrary nature of the cutoffs.

IT WAS the Reagan SSA's rigid policy of fighting even obviously justified appeals that got it into trouble with the courts to the point where the task force found the agency's credibility to be "at an all-time low."

One appeals court accused HHS Sec. Margaret Heckler of undermining the Constitution's separation of powers principle by defying its orders. Another accused the SSA of cutting off benefits for mentally disabled persons who failed to understand the procedures they were required to follow and the forms they had to fill out.

Courts have awarded more than $560,000 in attorneys' fees in appeals cases where the judges found the government's position was "not substantially justified." And the task force noted that some judges are convinced that the Social Security Administration "will defend any case in court, no matter how terrible the claimant's circumstances."

The U.S. Attorney for the Southern District of New York, a Reagan appointee, says he won't even try to defend the Social Security Administration's position in a number of disability benefit cases.

But how does the SSA propose to solve its problem? Its main concern seems to be with its own won-and-lost record and with the "adverse publicity" it has been getting rather than with the needs of disabled people it is supposed to help.

It intends to screen out cases where the facts are "extremely sympathetic to the claimant," but instead of agreeing promptly to restore that claimant to the benefit rolls, it will try to negotiate a settlement or return the case for "further consideration."

MEANWHILE, legislation that could go a long way toward resolving the situation through an overhaul of the disability insurance program is hung up in the congressional logjam with House and Senate conferees stalemated over key provisions.

The AFL-CIO has urged approval of the House version, which would require the government to show that a disabled person's medical condition has improved before benefits can be cancelled.

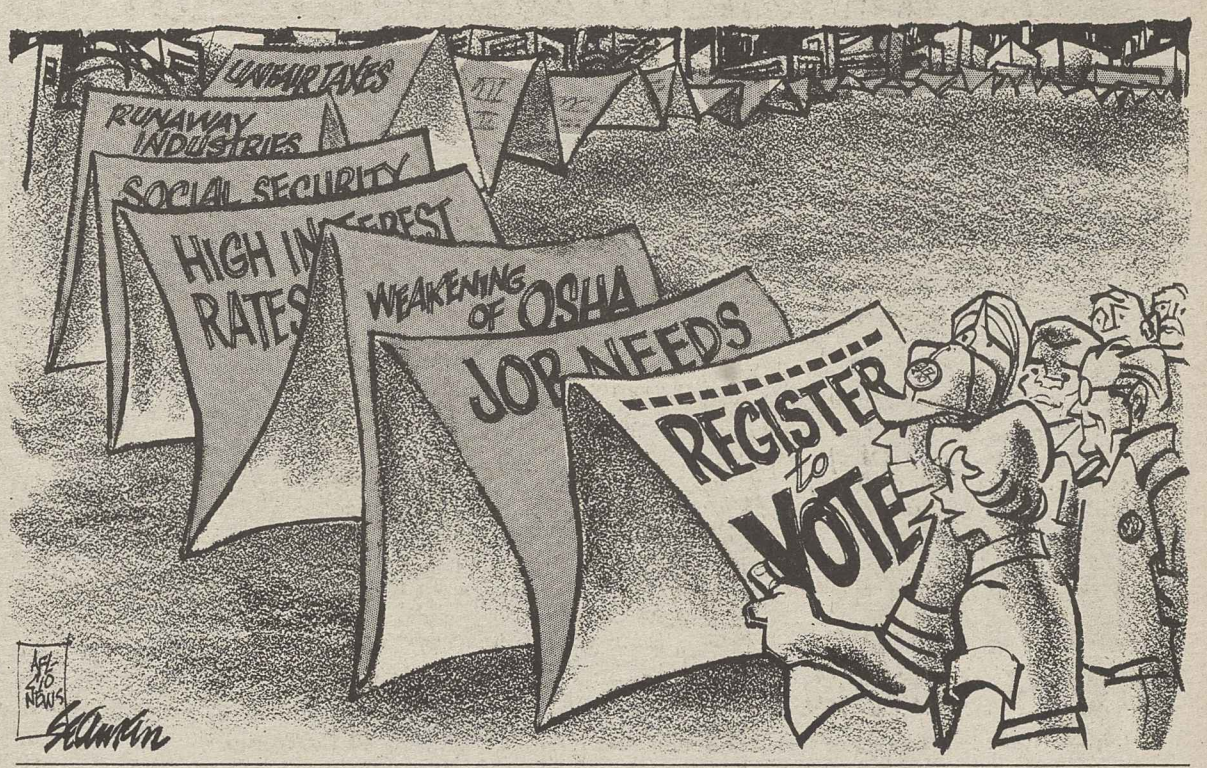
The Reagan Administration backs the Senate version under which the burden of proof would fall on the disabled beneficiary.

There are other differences, including a major dispute over funding, but both bills would permit continuation of benefits while a recipient appeals a decision to cut off payments.

The legislation is caught in a "Catch 22" situation, however. Last April, Sec. Heckler suspended the review program pending action by Congress. Now, with no more beneficiaries being cut off, the pressure for new legislation has waned.

In Congress, too, it's a matter of image.

The Bottom Line



Washington Window

Next Congress to decide future of health programs

By Press Associates, Inc.

The eyes of the nation may be on the presidential race, but it is also very important to take a close look at candidates for the incoming 99th Congress.

It is clear by now that President Reagan and his advisers will try to get their runaway deficits under control by breaking up or drastically cutting back the big health and pension programs such as social security, Medicare, Medicaid and disability benefits. They salivate over the tens of billions they could "save."

But Reagan, if he is re-elected, couldn't do it if he lacked the votes in Congress.

That's why the Health Security Action Council, chaired by former Auto Workers President Douglas Fraser, sent a congressional candidate questionnaire to several hundred national and local organizations.

"Questions dealing with Medicare, Medicaid, maternal and child health, and access to health care will be before the 99th Congress as soon as it convenes," Fraser said. "Decisions on health care cost containment and a long-range national health program will need to be faced."

So Fraser's group prepared background material and questions designed to elicit clear answers from candidates. The groups involved were urged to then publicize the candidates' views through press releases, letters to the editor and radio-TV interviews.

Soaring costs

In recent years, the major problems in health care have only worsened. Hospital costs outpaced other items on the consumer price index threefold in 1983. Despite substantial hikes in Medicare premiums and deductibles for the elderly and disabled in the past three years, the program's hospital insurance fund faces insolvency after 1990 due to medical inflation.

An estimated 33 million poor, unemployed and low-wage Americans have no private health insurance protection. Medicaid, the nation's health services program for the poor, provides care for less than half of the estimated number needing help.

Cutbacks in Medicaid and women's and children's health programs have left an estimated 9 million children with no regular health care.

Who bears the cost?

In broad terms, Congress must decide whether escalating health care costs are to be shifted to workers and the elderly, or whether costs should be contained at their source with restrictions on doctors and hospitals.

Here are a few of the questions that will be put to congressional candidates:

- Will you support enactment of federal legislation to control the rising costs of health care and assure Medicare solvency through a plan which applies to federal and state payers of care, as well as Blue Cross and Blue Shield; includes payments to physicians and hospitals; and, encourages development of state cost control programs?
- Do you favor continuation of Medicare as an entitlement program?
- Would you support legislation such as adopted by the House but not the Senate in 1983 which would provide health insurance protection to workers who lost their health insurance due to unemployment?
- Would you support a measure to liberalize Medicaid so that almost all the poor would be assured of protection?
- Would you support legislation that ensures access to Medicaid payments for health services for the working poor not now eligible in many states?

Pinning down the candidates on these questions can help produce a Congress more responsive to the needs of the people.

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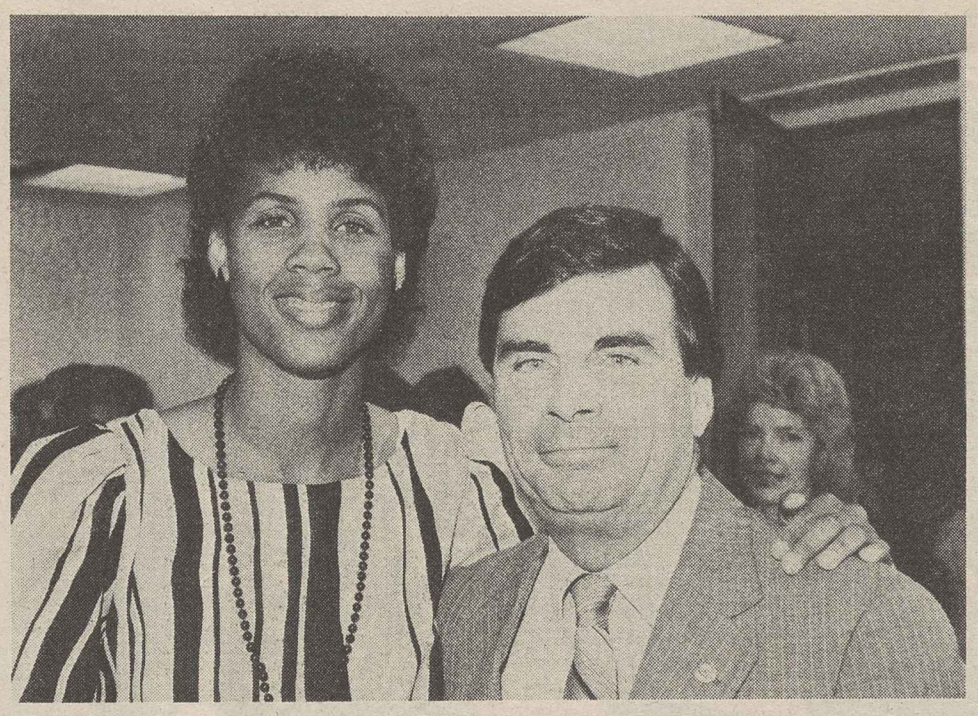

Winning combination

Pressing for passage of the Civil Rights Act of 1984, which includes strong protection for women's school sports programs, U.S. Olympic basketball gold medalist Cheryl Miller teams with State, County & Municipal Employees President Gerald W. McEntee. Miller joined other women Olympic champions and top disabled athletes in a lobbying effort organized by Sens. Edward M. Kennedy (D-Mass.) and Robert Packwood (R-Ore.) and the labor-supported Leadership Council on Civil Rights. The sports champions stressed that the federal law equalizing school spending on programs for men, women and disabled people contributed to their athletic successes.

'Deregulation' plan opposed as bank industry power grab

A banking "deregulation" bill now before the Senate would concentrate too much new economic power in the hands of the banking industry and could place the nation in peril of national financial disaster, the AFL-CIO warned in a letter to Senators.

The measure, introduced by Sen. Jake Garn (R-Utah), was freed up for a vote after the Senate voted 89-3 for a cloture petition to end a filibuster and 95-2 to begin debate.

AFL-CIO Legislative Director Ray Denison pointed out in a letter to all senators that although organized labor favors legislation that would close a loophole in current law that allows the establishment of "non-bank" banks that don't take business checking accounts or make commercial loans, but can take in other deposits and make other loans. Such "banks can be set up by large chain stores or other big banks across state lines. That part of the current bill "is outweighed by several other provisions that would be contrary to the public interest."

The Senate bill would put too much reliance on "competition" to produce efficiency, Denison warned.

The more financial institutions have to compete for money—by paying more for it— the more they must seek high returns, and "prudence is lost in the process," Denison said. He cited as an example the near-collapse of Continental Illinois Bank earlier this year—due in large part to large loans to shaky enterprises.

Denison said the AFL-CIO opposed the bill because it would permit closer connections between banks and securities affiliates, allowing banks to underwrite and deal in revenue bonds, commercial paper and mortgage-backed securities. This would lead to "undesirable concentrations of economic power" in the hands of bank holding companies and their affiliates, and create potential conflicts of interest, he warned.

The AFL-CIO also strongly opposes parts of the bill that would give financial institutions additional non-banking powers, letting them get into other ventures. Among other problems, the Federal Reserve's existing regulatory workload would be "overloaded" by the need to monitor these new activities, Denison observed.

He pointed out also that a portion of the bill that would have the Federal Reserve pay interest to banks on Money Market Deposit Accounts and Super NOW accounts would cost the federal government about $4 billion dollars over a six-year period, add significantly to the nation's already skyrocketing federal budget deficit and put more upward pressure on interest rates.

High interest charge

Interest rates also would be adversely affected by another provision that would renew the federal pre-emption of state business and agricultural credit laws. That pre-emption, which expired Mar. 31, 1983, permitted lenders making business and agricultural loans to charge customers a higher rate of interest than permitted by state interest rate ceilings.

The AFL-CIO is backing a House bill, introduced by Rep. Fernand St Germain, that closes the "non-bank-bank" loophole and contains other key protections.

Network videotape pact approved by Musicians

New York—The Musicians ratified a new two-year videotape agreement with the major networks that provides for annual 5-percent wage increases.

AFM President Victor W. Fuentealba said the pact, which covers some 1,800 members, was ratified by a vote of 584-32.

Consumers to benefit

Drug patent measure cleared by Congress

By Susan Dunlop

With three weeks left before a targeted adjournment date of Oct. 4, the House and Senate have yet to act on key spending bills to keep the government operating, and major immigration and civil rights legislation still loom on the abbreviated calendar.

On the plus side, both houses passed a labor-supported measure that will aid consumers by making many widely used prescription drugs available at lower prices.

The new law will speed up the time it takes for the Food & Drug Administration to approve cheaper "generic" versions of brand-name drugs on which patents have expired. Another compromise provision will extend some patents on new drugs.

Generic drugs could save consumers—hospitals, health care plans, and even government health services as well as individuals—as much as 50 to 80 percent compared with brand-name equivalents.

The bill also includes a labor-supported amendment requiring all textile and clothing products to carry country-of-origin labels and catalogs to specify where listed items are produced.

A 29-member House-Senate conference committee has begun work on versions of the controversial Simpson-Mazzoli immigration bills passed by both houses earlier this summer. The bill is named for its sponsors Sen. Alan K. Simpson (R-Wyo.) and Rep. Romano L. Mazzoli (D-Ky.).

Support withdrawn

The AFL-CIO had been a supporter of a fair, compassionate immigration bill that would both stem illegal immigration through employer sanctions and end the exploitation of illegal aliens already long-established in this country. But the federation withdrew its support from the House bill when agriculture and business special interest groups persuaded Congress to tack on an unacceptable expansion of the "H-2" temporary worker program to the House version of the bill. The Senate bill is equally unacceptable.

The AFL-CIO strongly opposes the House-added Panetta Amendment as a new edition of the discredited "bracero" program Congress threw out in the early 1960s. That program not only undermined U.S. jobs and working conditions, but also was the root of shocking abuses of temporary workers.

The federation currently is urging members of the conference committee, if they do report out a bill, to adopt the strongest possible restrictions on any use of temporary workers.

The AFL-CIO is also urging the conference committee to retain in full force the anti-discrimination provisions of the House bill that would make it illegal for employers to discriminate against legal workers.

On the Senate side, efforts to get quick action on this year's key civil rights issues got a boost from the U.S. Olympic team's top women athletes and top disabled athletes. The Olympic and disabled champions told members of Congress in a day of lobbying that many of them would not have been able to excel in sports had it not been for federal law equalizing their school spending on athletic programs for women and the handicapped.

The Senate is expected to consider a measure, dubbed the "Grove City" bill, to rectify a Supreme Court ruling that schools that discriminate against women and minorities in some of their programs—such as athletics—can still get federal money for other programs. The decision involved Grove City College, Ill.

Republican roadblock

Senate action is being held up by opposition from Utah Republicans Orrin Hatch and Jake Garn and North Carolina Republicans Jesse Helms and John East. The House passed civil rights measure 375-32.

Also on the Senate's agenda is a labor-opposed bank deregulation bill. The AFL-CIO, which is supporting a preferable bill on the House side, urged the senators in a letter to reject the measure because it provides only minimal benefits to consumers, but fuels the concentration of even more economic power in the hands of banks and financial institutions.

Also confronting the Senate is the nomination of Rosemary Collyer as general counsel of the National Labor Relations Board, a candidate the AFL-CIO has opposed as inexperienced and unqualified.

Labor Committee Chairman Orrin Hatch planned to bring the matter up in the committee in an attempt to get it to the Senate floor, but Democrats have sworn to filibuster the nomination if it gets out of committee. The threat is important since the Senate is racing to adjourn for election campaigning.

In a related matter, the Senate Judiciary Committee has decided not to consider President Reagan's nomination of his counselor, Edwin Meese 3rd, as Attorney General.

The appointment bogged down over questions about Meese's financial dealings which have been the subject of an investigation by a government-appointed independent counsel.

Uniform jobless aid system sought

The nation's unemployment compensation system—ravaged under the Reagan Administration—should be uniform, fair, compassionate and adequate, the AFL-CIO told a House subcommittee.

AFL-CIO Assistant Legislative Director Robert McGlotten testified at House hearings that the unemployment compensation system should be based on minimum federal standards, including assurance of permanent coverage to all wage and salary workers based on adequate wage standards and without the harsh eligibility and disqualification rules that Reagan Administration slashes in federal programs have forced on many state insurance plans.

McGlotten told the House Ways & Means subcommittee on public assistance and unemployment compensation that to bolster state plans, a permanent federal jobless benefits program of at least 65 weeks duration should be enacted. The restrictive system of "triggers" that now prevent many states from qualifying for federal extended unemployment insurance despite massive joblessness should also be revised to make them fair or eliminate them, McGlotten urged.

Because the artificial "insured unemployment rate"—currently 2.7 percent—is used to determine whether a state qualifies for federal extended benefits or federal supplemental compensation (FSC) McGlotten explained, not one state today qualifies for the program in spite of the fact that 16 states have jobless rates higher than the national average of 7.5 percent, and four have unemployment rates of more than 10 percent.

If Congress does not act to provide for a fair extended benefits program and reverse the damage done by the policies of the Reagan Administration, the situation could grow even worse when the FSC program expires next March.

Protection sapped

To underscore the need for action, McGlotten pointed out that over the past three and a half years, the basic protections of unemployment insurance have been "drastically weakened."

Although the official jobless rate now stands at 7.5 percent, or at least 8.5 million Americans, 70 percent of the unemployed have no unemployment compensation, McGlotten said.

In addition, the purchasing power of unemployment benefits has been eroded 35 percent since the recession period of 1975, duration of benefits has dropped 40 percent—to only 34 weeks in the majority of states—and on top of harsh eligibility rules for qualification for federal benefits, hard-pressed state plans are piling on their own toughened eligibility restrictions.

"During the Reagan Recession, when unemployment reached the highest levels since the Great Depression, the income protection and counter-cyclical stimulus available from unemployment compensation were significantly and purposely reduced," McGlotten charged.

The AFL-CIO also favors improvements in the financing of the unemployment insurance system, McGlotten told the committee. Among such provisions favored by organized labor are federal legislation to set up a reinsurance system to help states meet high costs during times of high unemployment, a requirement that states increase their taxable wage bases to 65 percent of the average annual wage by 1990 and flexible repayment programs for loans taken out by states during periods of high unemployment and recession.

AFL-CIO news

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MEMO FROM COPE
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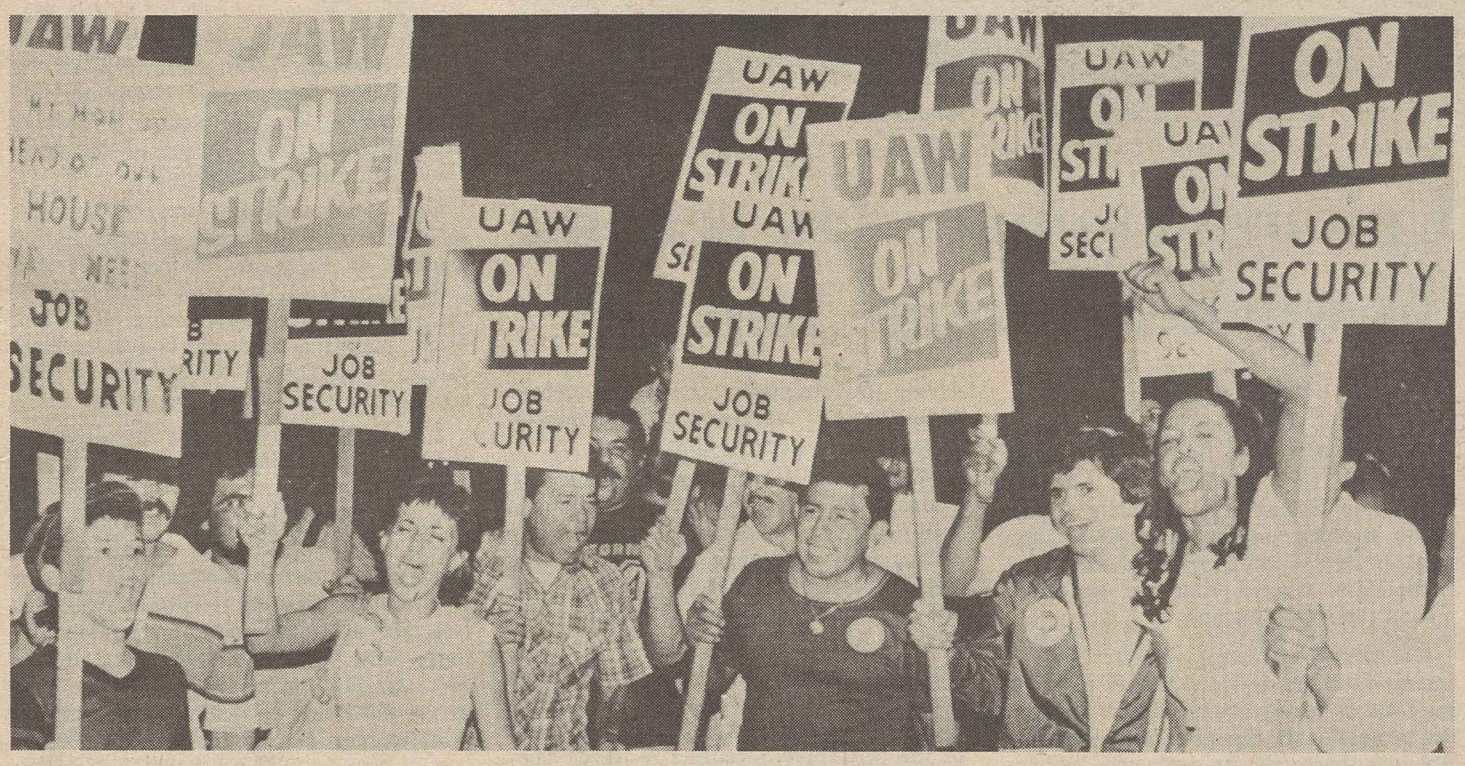
New law bars purge of disabled



Striking Auto Workers in Van Nuys, Calif., show support for union negotiators in General Motors talks.

Benefit rights safeguarded by Congress

By David L. Perlman

Congress unanimously approved a labor-supported bill to protect the social security benefits of disabled workers and prevent any renewal of the brutal purge that was launched early in the Reagan Administration.

Election-year pressure for action helped break a House-Senate deadlock over the shape of the legislation. The final version was close to the measure that had been urged by the AFL-CIO and the Save Our Security coalition.

It sets standards for the periodic review of the medical status of persons receiving social security disability benefits and puts the burden of proof on the government to show that a recipient is no longer occupationally disabled.

The Reagan Administration had launched a disability review procedure soon after it took office, using legislation previously passed by Congress as a mandate to slash the benefit rolls almost in half.

The burden of proof of continuing disability was put on recipients, and the hundreds of thousands of persons disqualified included mentally disabled men and women whose payments were ended after they failed to return forms that were mailed to them requesting information on their current medical condition.

Forced to court

Some 200,000 persons cut off from benefits had to bring court suits to win reinstatement and the courts are still clogged with cases stemming from the Reagan purge.

Expressions of congressional outrage brought a temporary moratorium on the review cutoffs, but a Social Security Administration internal task force noted earlier this month that there are still 50,000 court cases pending and the agency's credibility with the federal courts "is at an all-time low" because of its harsh treatment of the disabled.

The House passed legislation to make permanent changes in the disability review

Continued on Page 6

Reagan scored on refusal to set steel import curbs

By Arlee C. Green

The Steelworkers assailed President Reagan's refusal to take firm action toward rolling back the rising tide of job-ravaging imports that captured 33 percent of the U.S. market in July.

Reagan rejected recommendations of the U.S. International Trade Commission to set a combination of quotas and tariffs on steel imports which the ITC found had seriously injured the American steel industry and its workers.

Earlier this month, Reagan flatly rejected the ITC's unanimous recommendation for import relief for the nation's 30,000 hard rock miners and smelter workers whose jobs are being lost to an unchecked flood of imported copper.

Voluntary effort

In what he called a "new government policy for the steel industry," Reagan said he would ask other steel producing countries to voluntarily hold down "surges" in exports to U.S. markets.

USWA President Lynn R. Williams branded the Reagan plan an "unacceptable substitute" based on "weak and uncertain promises."

Williams charged that the Reagan program "is dependent on the hoped-for good faith of the very foreign governments who have encouraged exports of subsidized and dumped steel to the United States." At a press conference, he stressed that proposals in Reagan's program are "all things he could have been doing all along, but failed to do."

The Steelworkers leader said he was deeply concerned that the President's program, which was embraced by some steel employers, might be a "political promise which is good up to the election," but could be of "no real substance after the election."

Williams said the Administration's plan was not discussed with the union prior to its release, but steel industry officials did participate in White House discussions.

The Reagan program calls for U.S. Trade Rep. William E. Brock to negotiate "surge control" agreements with a number of countries within the next 90 days. Those voluntary agreements will last five years, the White House said. Further, the ITC will monitor the steel industry's efforts at modernization, while the Com-

Continued on Page 3

Auto Workers step up strike at GM plants

Detroit—Talks between the Auto Makers and General Motors Corp., bogged down as the union's selective strikes against the company widened in a contract dispute over job security and wages.

UAW bargainers reported "virtually no progress" in their efforts to reach an agreement with the huge automaker after a number of meetings with management negotiators.

The union stepped up its strikes after GM rejected a UAW counter-proposal laid out by UAW President Owen Bieber and Vice President Donald F. Ephlin, who heads the union's GM department.

Meanwhile nearly 30,000 workers at Cadillac in Detroit, Oldsmobile in Lansing, Mich., Indianapoils Truck, and Flint, Mich., Truck & Bus walked off the job, raising the number of UAW members on strike to more than 92,000.

With the expiration of its contract on Sept. 15, the union selected 13 other GM plants as strike targets as talks on local

Continued on Page 2

Attack on workers

Scheme to tax benefits denounced

The AFL-CIO and its affiliates spoke out strongly against moves to tax workers on the value of their fringe benefits amid indications that such a proposal may be part of the Reagan Administration's post-election scenario.

Union witnesses charged at House hearings that a tax system already tilted against wage-earners would be made even more inequitable if virtually all job-related benefits were considered as taxable income to workers.

The Administration has already proposed to tax health insurance benefits above a specified value, claiming that this would make workers more aware of the need to keep health care costs down.

Now, a Treasury Dept. official testified, the Administration is looking at taxation of worker fringe benefits as a way to raise revenue without the appearance of a general tax increase.

Assistant Treasury Sec. Ronald Pearlman said the issue is being explored as part of the tax recommendations that will be presented to President Reagan after the election. If the President is re-elected, the tax study proposals presumably would be included in the fiscal 1986 budget sent to Congress next January.

Theatening policy

AFL-CIO Legislative Director Ray Denison warned that such a tax policy would threaten "programs that fulfill major demonstrable needs and social purposes that affect the great majority of working Americans."

Programs such as health insurance, pensions, day care, education programs and prepaid legal plans have evolved over the years "to achieve specific social goals," Denison said. "They were won through tough decisions based on economics and equity."

Denison was one of a panel of union witnesses appearing before a joint hearing of two House Ways & Means subcommittees.

"Any revenue that Congress attains from taxing fringe benefits will be directly and exclusively taken out of the pockets of working people," he testified. As the trade union movement sees it, Denison said, taxing such fringe benefits "adds up to taxing the same group of people even more."

In other testimony at the hearings:

- Building & Construction Trades Pres-

Continued on Page 2

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Mondale sees issues tilting election battle

Walter Mondale and Geraldine Ferraro carried the Democratic presidential campaign to factory gates, shopping centers, college campuses and union conventions.

They hammered away—to cheers from steelworkers and heckling from right-wing student groups—at the issues that could turn around the polls by Election Day.

Mondale talked about steel imports and the arms race, about farm problems and tax fairness—and about a President who shuns substantive debate in favor of television photo opportunities.

Democrats are looking to a series of October debates between the candidates to bring before a national audience a direct comparison between incumbents and challengers.

Reagan agreed to two of the six debates Mondale proposed, but with a panel of questioners rather than the direct confrontation that the Democrats had sought. The first 90-minute debate between the presidential candidates will be Oct. 7, in Louisville, Ky., on domestic and economic issues. An Oct. 21 debate in Kansas City will deal with foreign policy and military issues.

Ferraro-Bush matchup

Ferraro will debate Vice President George Bush in Philadelphia on Oct. 11, also in a 90-minute televised program. Bush said, however, that he considered the occasion as essentially just a press conference, not a matchup with Ferraro. The focus should be "on the top of the ticket," he asserted.

For those listening, the Mondale campaign was demonstrating the spark which polls revealed most voters felt was lacking. In the face of organized heckling at the University of Southern California campus, Mondale spoke over the boos and jeers to give what the New York Times report described as "one of his most forceful speeches."

In Ohio, Sen. John Glenn, who once was seen as the front-runner for the Democratic presidential nomination, was on hand to introduce Mondale and taunt President Reagan's isolation.

In Michigan, Gov. James Blanchard sounded a similar theme. "Ronald Reagan will not stand before an audience like this and answer their questions, even if he has them on cue cards," he said in Detroit.

Ferraro made a campaign stop in Buffalo two days after Reagan had come to the city for a presidential photo opportunity—the dedication of a senior citizen housing project.

The project was built with federal funds under a Democratic program that the Reagan Administration had tried to gut, Ferraro noted.

If Congress hadn't rejected Reagan's proposal, Ferraro told an enthusiastic crowd that filled the city's convention center, "he would have had to have his photo opportunity somewhere else."

At House hearings on moves to tax benefits, AFL-CIO Assistant Research Director Arnold Cantor and Legislative Director Ray Denison.

Unions denounce tax scheme on workers' fringe benefits

Continued from Page 1

ident Robert A. Georgine, appearing as chairman of the national coordinating committee for multiemployer pension plans, said cutbacks in privately funded health and pension benefits "will certainly result in new revenue pressures on federally funded or assisted programs," thus minimizing the revenue gains.

Congress may have legitimate concerns against specially designed benefit plans being used as tax avoidance device by wealthy professionals, Georgine acknowledged. But real abuses can be dealt with by carefully crafted language, he said. As far as workers are concerned, "the very nature of the collective bargaining process—where the employer and the employee have a healthy adversity of economic interest—precludes such abuses."

● Auto Workers Assistant General Counsel Alan Reuther said taxation of existing fringe benefits would amount to cutting the take-home pay of workers. Their tax burden would be increased without any addition to their earnings, he stressed.

"Fringe benefits have helped to make health care, legal services, and education and training available to a broad segment of the workforce," Reuther testified. They have not been used to shelter income from taxation, which is the source of abuse that Congress should properly address, he observed.

● Michael L. Tiner, assistant government affairs director of the Food & Commercial Workers, suggested that Congress should "look to those who benefited most" from the 1981 tax cut legislation for revenue to reduce the deficits that have since resulted.

"Worker benefits negotiated through collective bargaining should not be subject to the vagaries of the tax code," Tiner urged. "Now to help pay for the excesses of the 1981 tax cuts for the wealthy, workers are expected to help balance the budget by alowing Congress to tax their educational assistance program, their group legal service program and their health and welfare program."

Other ideas

The Administration may want to tax worker fringe benefits, but the House Ways & Means Committee has other ideas.

The committee approved legislation that would restore the tax-exempt status of education assistance benefits provided by employers, which expired at the end of 1983. It also approved a bill to continue the exempt status of group legal service benefits that otherwise will expire next Dec. 31.

Auto Workers step up strike at GM plants

Continued from Page 1

issues broke down. Chosen were 12 assembly plants and the GM Technical Center in Warren, Mich. A tentative local agreement was reached at one of the plants in Van Nuys, Calif., but workers voted to stay on strike until a national settlement was approved.

The total number of workers now on strike represents about one-fourth of the union's GM membership. The union said its selective, or "mini-strike," strategy had shut down 40 percent of the company's automotive production.

One of the company's responses to the strike has been the layoff of some 16,000 workers at 18 plants in five states that produce parts for the cars not rolling off the assembly lines. The closing of a Flint, Mich., plant that made car bodies for large Buick, Oldsmobile and Chevrolet models accounted for 5,000 of the total.

The UAW walkout is the first against a U.S. automaker since a three-week strike against Ford Motor Co. in 1976.

Key issues in the dispute are job guarantees and wage-benefit improvements. While the union has not specified the size of the wage increase it is seeking, it has rejected as inadequate the company's initial offer of a $600 lump sum in the first year, $300 in the second, and nothing in the third year of a three-year contract. Auto workers earn about $13 an hour.

Profit-sharing

Bieber, the union's chief negotiator, said the parties had resolved some of their differences over the company's "outsourcing," or buying parts from foreign sources, "but we have not resolved the overall problem."

Among other goals, the union is seeking to improve the profit-sharing formula it negotiated for its members in 1982, when they made concessions to aid the company in its recovery. GM earned a record $3.7 billion last year and almost equaled that in the first half of this year, with a profit of $3.2 billion. Management voted itself hefty bonuses earlier this year.

Also continuing negotiations with GM are the Electronics Workers for 24,000 workers at seven plants in Ohio, Mississippi, New York and New Jersey. No IUE workers are on strike.

Economy shows signs of sputtering

A new round of government reports suggested that economic growth in the current quarter may be lower than many analysts had expected.

In its "flash," or preliminary report, the Commerce Dept. said the real gross national product is increasing at an annual rate of 3.6 percent from July through September.

The estimate marks a pronounced slowdown from the 10.1 percent pace set in the first quarter of the year and the 7.1 percent rise for the April-June period. Real GNP is the total output of goods and services adjusted for the impact of inflation.

AFL-CIO Research Director Rudy Oswald said the slowdown in economic growth is discouraging news for the unemployed as they can expect no improvement in the level of joblessness. And, with the growing overvaluation of the dollar and its impact on imports and exports, he warned that workers need to fear more job losses in the months ahead.

"The Reagan Administration will also need to go back to the drawing board and revise upward their projections for budget deficits, as slower growth reduces budget receipts," Oswald said.

Another Commerce report showed that new housing construction plunged 12.8 percent in August, the fourth month of decline this year. The drop confirmed the slowdown evident for several months now as well as the impact of gradually rising interest rates.

Retail sales last month also declined, dropping eight-tenths of 1 percent following a sharp fall in July, and provided another sign of slowdown.

Other reports reflected little or no gain:

● The output of the nation's factories, mines, and utilities slowed sharply in August, rising only two-tenths of 1 percent, as auto and steel production declined, the Federal Reserve Board said.

The Fed's report on industrial production showed a sharp retreat from the increases of nine-tenths of 1 percent in June and July and the rises that frequently exceeded 1 percent over the past 18 months.

● The broadest measure of the nation's foreign trade registered a record deficit in the April-June quarter, $24.4 billion. That surpassed the previous mark of $19.7 billion, which was set one quarter earlier.

Record deficit

After reviewing the second-quarter trade figures, Commerce Sec. Malcolm Baldrige predicted that the current-account deficit for all of 1984 would exceed $100 billion, surpassing his earlier prediction of an $80 billion shortfall.

● The operating rate of the nation's factories, mines and utilities remained at 82.6 percent of capacity in August, the same level as the previous month.

It marked the first time since the fragile recovery began in 1982 that the operating rate did not increase from the previous month. The rate hit a low of 69.6 percent in November 1982, then began rising. There were strong gains of six-tenths of 1 percent in May and five-tenths of 1 percent in July.

The current level is 4.7 percentage points below the high of 87.3 percent reached in 1980.

Still another government report showed that while the majority of states showed some improvement in employment over the year ended in July, jobless rates in 25 states and Puerto Rico rose from June to July.

IUD bargainers win Square D accord

Six unions representing 5,500 employees of the Square D Corp., approved new three-year contracts with the electrical equipment manufacturer after nearly three months of coordinated bargaining steered by the AFL-CIO's Industrial Union Dept.

Although the company pressed for givebacks in the negotiations, "no concessions are in the final agreement," IUD Sec.-Treas. Elmer Chatak said in announcing the settlement. "Our members are protected and the company retains its ability to operate competitively and productively."

The contracts, which took effect Sept. 17 as the old agreements expired, are with the Electrical Workers, Machinists, Molders, Pattern Makers, Sheet Metal Workers and the unaffiliated Teamsters. The IBEW, with 3,500, and IAM, with 1,200 employees are the largest of the six unions.

Highlights of the agreements include a 25-cent hourly wage increase each year, plus a special skilled trades increase of 10 cents an hour in the first year; continuation of the old cost-of-living clause providing a one-cent increase for each three-tenths of 1 percent increase in the government's consumer price index; an early retirement provision; improvements in pension and insurance benefits, and an stock ownership plan for workers.

The contracts cover workers at 25 locations across the country. The largest plants are in Lexington, Ky.; Lincoln, Neb.; Peru, Ind.; Oxford and Middletown, Ohio, and in Milwaukee.

Negotiations were held in Louisville, Ky., because of its central location. The agreements were ratified by locals at membership meetings.

Square D manufactures transformers, panel boxes, and switch gear. Unions representing Square D employees have participated in IUD's coordinated bargaining program for 15 years.

Steel union charges

Reagan import plan just 'weak' promises

Continued from Page 1

merce Dept. and Brock will "rigorously" enforce U.S. trade laws.

Brock told reporters when the White House announced its steel plan that the voluntary trade agreements could reduce import penetration into the domestic market to 18.5 percent. He said, however, that the 18.5 percent figure is "not a target," but only "an estimate" of what the Administration hopes it can do.

By choosing to seek voluntary reductions in imports, Reagan ignored the more effective remedies provided in the 1974 Trade Act.

"From our point of view," Williams told reporters, "the program is all too reminiscent of past failed promises to deal with the steel import problem. Optimism, now, is again based on a mere promise." He said the USWA will "closely monitor the negotiations with foreign governments," but added, "we remain deeply skeptical that this approach can yield acceptable results."

Legislative remedy

Williams stressed that the USWA and the domestic steel producers are still seeking passage of legislation limiting steel imports to 15 percent which is currently stalled in the House Ways & Means Committee. The House Steel Caucus has voted unanimously for a resolution urging immediate action on the bill.

In pressing the union's efforts for passage of the fair trade bill, a delegation of Steelworkers presented House Speaker Thomas P. "Tip" O'Neill with more than 200,000 postcards from USWA members, which declared, "We want work, not welfare" and urged passage of the fair trade measure.

O'Neill said Reagan's program is not the solution to the steel problem. "Going the route he's going is absolutely wrong," he said. "There is a point where we have to protect basic industries. If you allow other countries to dump their steel here, it's absolutely wrong."

Reagan's voluntary restraint program was announced just one day after Democratic presidential candidate Walter F. Mondale had called for mandatory quotas limiting foreign steel penetration to 15 percent of the U.S. market.

Sharp reaction

Capitol Hill reaction to the President's program was sharp. Sen. John Glenn (D-Ohio) said Reagan's program is "hokum, ho-hum and hoodwink" because it provides no meaningful relief, leaves the industry and its workers vulnerable for an indefinite period of time and the "needless suffering and expense" could have been avoided if Reagan "had only kept the promise he made four years ago to enforce our trade laws against unfair imports."

Sen. Arlen Specter (R-Pa.) expressed disappointment with the decision, saying, "We need a steel industry for national defense and domestic production. If the American steel industry goes down the drain and we are compelled to rely on foreign imports, the foreign importers will jack up the prices just like OPEC oil did."

Rep. Joseph Kolter (D-Pa.), a member of the House Steel Caucus, said a new study by the Congressional Research Service shows the Defense Dept. will gradually increase its reliance upon foreign steel from 14.4 percent this year to 16.6 percent in 1989. He called this finding a "dangerous situation" in which American defense has a "growing dependence" on foreign suppliers.

Rank-and-file

Rank-and-file Steelworkers expressed their anger at the Reagan plan at the USWA press conference.

Pete Eritano, president of USWA Local 1211 in Aliquippa, Pa., said, "These are the same promises Reagan made four years ago. We have 25 percent unemployment in our town and nearly 66 percent in our local. Our very livelihood depended on Reagan's announcement. I'm insulted by someone handing us the same promise again."

Mike Ally, a member of Local 65 in Chicago, said, "We have 762 members working at U.S. Steel's South Works plant, down from 9,000."

Douglas Rohrer, who is on lay-off from the Jones & Laughlin plant in Youngstown, Ohio, recalled, "I was in the plant four years ago when candidate Reagan issued his promise that 'I will not forget you.' Our company spent $60 million on modernization since then, and now the place is being mothballed. We all feel like we were fooled. We won't be fooled again."

And Bobbie Mackerl of Local 1066 in Gary, Ind., called Reagan's program a "sham." She said her local has shrunk from 6,000 members to 2,500 and she has been laid off several times over the past few years. "When I hear Reagan on television asking if you're better off now than four years ago, all I can answer is, 'Hell no, I'm laid off.' "

House Speaker Thomas P. O'Neill receives a sampling of 200,000 postcards from Steelworkers urging passage of the Fair Trade in Steel Act. USWA President Lynn R. Williams headed the union delegation delivering the cards.

Tile Finishers elect Bombassaro as new president

Las Vegas, Nev.—Delegates to the 24th convention of the Tile, Marble & Terrazzo Finishers elected Gerald Bombassaro to a four-year term as the union's president and secretary-treasurer.

Incumbent President Pascal DiJames, who did not seek re-election to a third term, was named president emeritus. Bombassaro, who was unopposed for the dual office, will begin his four-year term on Jan. 1, 1985.

Bombassaro has been a vice president of the union since 1977. He is president of the union's Local 20 in Pittsburgh.

The 69 delegates also elected seven incumbent and three new vice presidents.

In addition to considering resolutions and adopting constitutional revisions, the delegates discussed current developments in labor and issues affecting their industry.

Machinists greet Mondale with endorsement, cheers

Seattle—Walter F. Mondale received the unanimous endorsement of more than 1,800 delegates to the Machinists convention here—and earned their enthusiastic cheers with a fighting campaign speech.

The convention's theme was "The Voice That Counts," and the resolution endorsing the Mondale-Ferraro ticket called on IAM members to make their voices count at the ballot box in November.

Mondale told the delegates that, unlike Ronald Reagan, he has a plan to reduce the ballooning federal deficit, a plan to restore a fair tax system for the nation, and a plan to end the export of jobs overseas. After describing each of his plans, Mondale demanded of the President: "Mr. Reagan, where is your plan?"

The convention hall roared with that question as delegates joined with Mondale in chanting the demand.

Presidential secrecy

"Every day I meet with the American public and the media," Mondale declared, and talk in depth about my plans. But Mr. Reagan has no plans. Or if he does, he will not tell the American people what those plans are. That is because if they knew what Mr. Reagan's plans were, they would never vote for him."

Mondale told the delegates that he and Geraldine Ferraro would win this fall, "not for ourselves, but for American workers, their families, and the nation."

In a keynote address to the quadrennial convention, Machinists President William W. Winpisinger warned that free unions and collective bargaining will be endangered by "four more years of Ronald Reagan."

Are workers better off than four years ago?

"Not if you are one of those 24 million workers who was unemployed one or more times during the past four years," Winpisinger answered.

"Not if you are one of those ten million still unemployed and have no health insurance or no more employment compensation.

"You are not better off if you are one of these 250,000 IAM members who experienced joblessness at one time or another during the past four years, nor if you are representing some of those 160,000 IAM members who are still marking time in the army of the unemployed," he said.

"You are not better off if you are a typical production worker, whose inflation-adjusted take home pay is less now than it was four years ago. Production workers purchasing power has skidded all the way back to 1962 levels," Winpisinger declared.

"You are not better off if you are an employee of one of some 450 businesses under IAM contract that shut down, moved out, ran away or closed shop on you during the past four years. Nor are you better off if your employer squeezed wage concessions, out-of-pocket health care costs, or disability or work rules changes out of you and your bargaining unit during the past four years," he said.

AFL-CIO President Lane Kirkland, addressing the delegates, called for defeat of Reagan's "crackpot economic theories of the radical right."

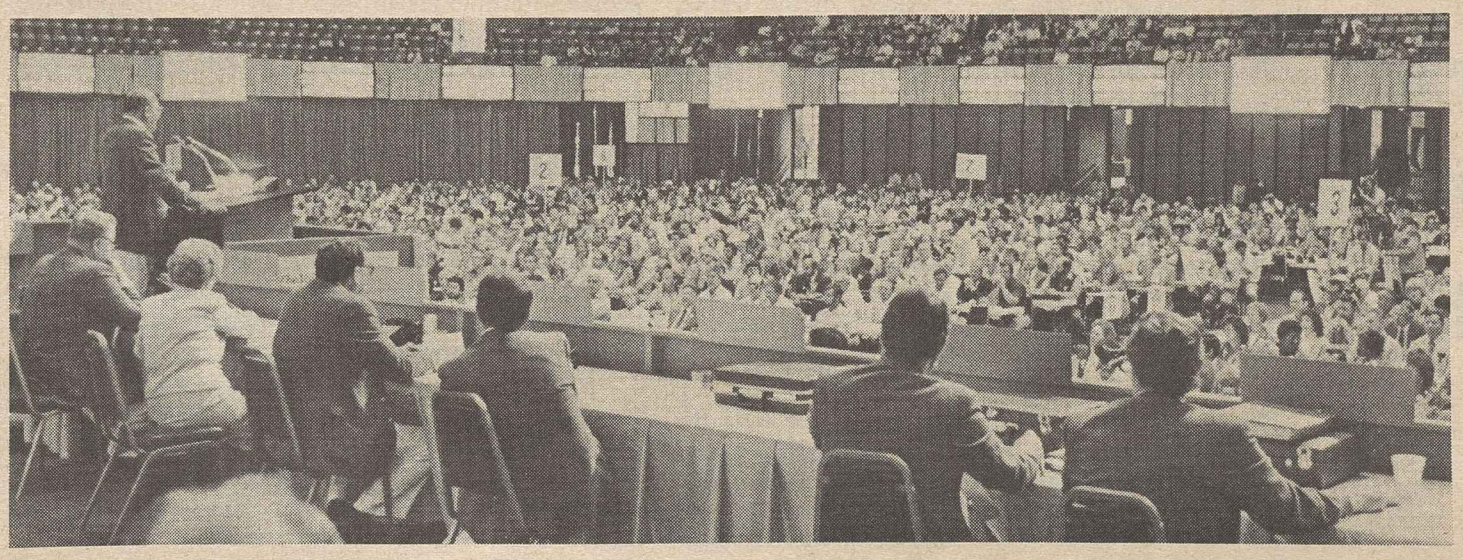
Workers' alternative

The alternative to the union-busting, anti-worker tactics of the Reagan Administration is the election of Mondale and Ferraro, Kirkland stressed.

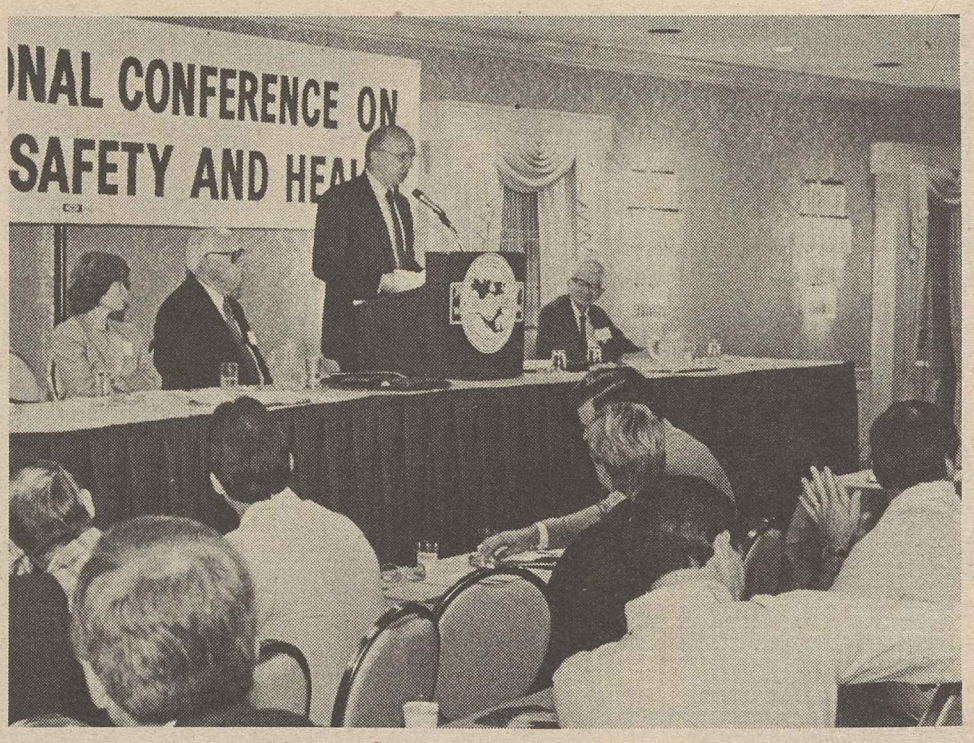
"Mondale demonstrated strong leadership when he refused to bend to the labor-baiters who told him that snubbing the trade union movement was the key to political success," Kirkland said. "He demonstrated strong leadership when he defied the propaganda of free trade, backed domestic content legislation and pledged to stand up for American workers and American jobs," Kirkland told cheering delegates.

AFL-CIO Vice President Joyce Miller spoke of the plight of women under the Reagan "recovery." Miller, who also heads the Coalition of Labor Union Women said Reagan programs and policies have made women the fastest growing poverty group in America.

Later in the convention, delegates were expected to take up the questions of per capita payment adjustment, and increase in the Machinists strike fund and the financing of Placid Harbor, the Machinis education center in southern Maryland.



Machinists President Winpisinger opens the union's convention by stressing the vital role of IAM voters.



Reagan policies on job safety and health have turned back a decade of progress, AFL-CIO Sec.-Treas. Thomas R. Donahue tells the federation's national safety conference.

Reagan record scored

Job safety goals tied to election's outcome

Ousting the Reagan Administration from office in November is labor's first priority in defending workers' health and safety on the job.

That was the message delivered at the AFL-CIO's national conference on occupational safety and health by Sec.-Treas. Thomas R. Donahue and Operating Engineers President J. C. Turner, who chairs the federation's job safety committee.

The connection between the November elections and the threat to workers' lives was made by Donahue, Turner and others who charged the Reagan Administration with reversing a decade of progress on job safety and health.

Turner said the election of Mondale will "spark the revitalization of our crusade for occupational safety and health."

Steelworkers President Lynn R. Williams, the keynote speaker, detailed labor's struggle to gain the rights of collective bargaining and workplace safety and health.

"This history is especially important in 1984 . . . because Ronald Reagan is doing his best to stop that progress, to destroy strong unions and to turn the right to a safe and healthful workplace into a privilege granted only if management chooses," Williams said.

Attack on OSHA

Williams reminded the conference that Reagan "told us exactly how he felt" about OSHA in a March 1980 interview with Business Week magazine when he said, "I seriously question the need for OSHA."

"Clearly," Williams said, "the President's work is unfinished. And we had better see to it that it stays unfinished. There is only one way to do that—by electing Walter Mondale and Geraldine Ferraro on Nov. 6."

Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland, read a telegram from Mondale challenging Reagan's safety and health record. "Every opportunity Ronald Reagan has had to protect worker safety and health, he has chosen to protect the interests of his friends in business instead," Mondale charged.

Mondale co-sponsored the 1970 Occupational Safety & Health Act as a senator from Minnesota. "The first priority of OSHA in a Mondale-Ferraro Administration," he said, would be to "appoint dedicated professionals who believe in the OSHA law and share my concern for the health and safety of workers."

He also reaffirmed his commitment to the people's right to know about toxic chemicals in workplaces and communities and promised to "re-establish our nation as a world leader in occupational safety and health."

Rep. Bruce Vento (D-Minn.), a key sponsor of right-to-know legislation, warned that exposure to workplace hazards is "shortening workers' lives." The risks could be reduced through more research and more effort "on the basis of science," he said, adding that with the Reagan Administration, "anything rooted in science is thrown out the window. Scientific studies are now being denigrated and made a mockery of" by Reagan's "political cronies."

Eroded protections

Dr. Eula Bingham, who headed OSHA under the Carter Administration, told the conference that the erosion of workers' protections under Reagan "is one of the most important reasons to elect a new Administration."

Bingham said that what Reagan thinks and knows about safety and health is reflected in his appointees.

Current OSHA administrator Robert Rowland, whom Bingham called "anti-worker and anti-people," is a tax attorney who served as vice chairman of Reagan's election committee in Texas. Rowland voted against OSHA citations in favor of employers in more than 80 percent of the cases he has heard in his three-year tenure as chairman of the Occupational Safety and Health Review Commission.

Reagan's former OSHA Administrator Thorne G. Auchter, a Florida construction executive who was active in Reagan's 1980 campaign, has been under fire for ordering OSHA in 1981 to drop serious citations and fines against the B. B. Andersen Construction Co. in Kansas City, a Reagan campaign contributor.

Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said Rowland's record at OSHRC shows that he "thinks OSHA has little or no responsibility to protect workers."

She noted a case where OSHA cited a firm for exposing an Electrical Worker to 10 times the legal limit for asbestos. But Rowland held OSHA hadn't shown that workers can get cancer from a short exposure to the mineral and voted to invalidate the citation.

If upheld, Seminario said, it could eliminate legal protections for all workers in asbestos removal operations.

Cost containment bill backed in countering Medicare cuts

Medicare can and should be financed without resorting to cutbacks in benefits and coverage, AFL-CIO Legislative Director Ray Denison insisted at House hearings.

Denison stressed labor's dissent from the recommendations made last March by a federal advisory panel. The panel's majority proposed to raise the age of eligibility for Medicare coverage from 65 to 67, impose new taxes that would be borne largely by workers, and make the elderly pay a larger share of health care costs.

He told the Ways & Means subcommittee that the AFL-CIO "fully endorses" the minority report presented by the two labor members of the advisory council—President Alvin E. Heaps of the Retail, Wholesale & Dept. Store Union and Sec.-Treas. Stan Arnold of the Michigan Building Trades Council.

Cost containment

The minority report called for a comprehensive cost containment program for both the private and public health care sectors and said use of general revenue is preferable to putting new burdens on those least able to pay.

Denison reiterated the AFL-CIO's strong support for legislation introduced by Rep. Richard A. Gephardt (D-Mo.) and Sen. Edward M. Kennedy (D-Mass.), which would both tighten existing controls on Medicare-covered hospitalization, including the cost of in-hospital physician care, and apply the same controls to hospital charges for non-Medicare patients.

He cited estimates by actuaries that enactment of the measure would result in a surplus in the Medicare Trust Fund until the year 2005 as compared with a projected cumulative deficit of over $150 billion by 1995 if cost increases are not checked.

Legislative alternative

If the legislation is not speedily enacted, Denison said, Congress should authorize general revenue financing as a stopgap measure.

In addition to cost containment legislation, he suggested, Congress could improve the efficiency of the Medicare program by adopting some of the mechanisms that have been worked out at the bargaining table by labor and management to hold down the costs of negotiated health care programs.

"These initiatives include preventive health measures, ambulatory surgery, mandatory second surgical opinions and alternative delivery systems, especially group practice HMOs," Denison testified.

If the Medicare eligibility age is raised to 67, millions of Americans will be left without adequate health insurance, Denison warned.

Reagan challenged on cutbacks by doctor who saved his life

The surgeon who saved President Reagan's life after the 1981 assassination attempt added a postscript to a story the President related in a vote-courting speech to the National Italian-American Foundation.

The grandfather of Dr. Joseph M. Giordano was an immigrant from Italy, the President noted. The doctor's parents had "struggled to make ends meet" and sacrificed to send their son to college and then to medical school. "Because of their diligence, the son became a prominent surgeon in a great hospital."

It was "that son of a milkman," Reagan said, who one day "saved the life of a President of the United States."

Then, with an eloquent pause, "I know this story because I was the patient."

Giordano, who heads the trauma team at George Washington University Hospital, acknowledged the President's tribute in an article in the Sept. 18 Los Angeles Times.

"I know the story, too, because I was the doctor," he said. And while he appreciates the President's tribute to the immigrant virtues of hard work and strong family ties, "there is another part of the story," Giordano stressed. He continued:

"The government social programs enacted over the last 50 years—and so frequently criticized by this President and his Administration—have played a vital role in making this success possible. Although my father bore the brunt of the expense, I received low-interest government loans to help finance part of my medical school education. Many colleagues of mine received even greater government assistance in their education.

"And my profession, stimulated by generous federal funding for biomedical research, has made unprecedented progress in diagnosis and treatment of disease in the last 30 years.

"In contrast to the President, who feels that government programs make people so dependent that they lose initiative, I feel that these programs have enabled people with little resources to reach their full potential.

"These programs are so numerous it would be impossible for me to mention them all. They range from Head Start to housing for the elderly. My parents enjoy a deserved retirement helped by social security, and my father has more than once benefited from the Medicare program.

"Even the civil rights legislation of the 1960s, although primarily designed to guarantee equal rights for blacks, has aided Italian-Americans and other ethnic and racial groups by making discrimination not only illegal but also socially unacceptable.

"It is to be hoped that the President will recognize that millions of other Americans possess the same potential as Italian-Americans. Some will make it on their own. Others will need help. I hope that the government will not abandon the commitment that has meant so much to me and my family."

Panel rebuffs USPS demand on 2-tier pay

An independent factfinding panel recommended that the U.S. Postal Service drop its demand for a two-tier wage system that would put new employees on a lower pay schedule. The three-member panel also called on USPS to give its workers a $2,000-pay raise over the next three years.

"The evidence was not persuasive that a two-tier system is necessary or desirable," the factfinders said in a report. "We recommend that the USPS withdraw its proposal."

The recommendations relate only to issues involving a contract for the 42,000 postal employees represented by the Mail Handlers' division of the Laborers. Two larger unions, the Postal Workers and Letter Carriers, waived a factfinding procedure earlier this month and have attempted to bargain. A fourth union, the unaffiliated Rural Letter Carriers, is awaiting a report on its call for factfinding.

The panel's conclusions, though nonbinding, are also expected to affect the outcome of deadlocked negotiations between USPS and NALC and APWU, which bargain a joint contract for some 500,000 postal employees.

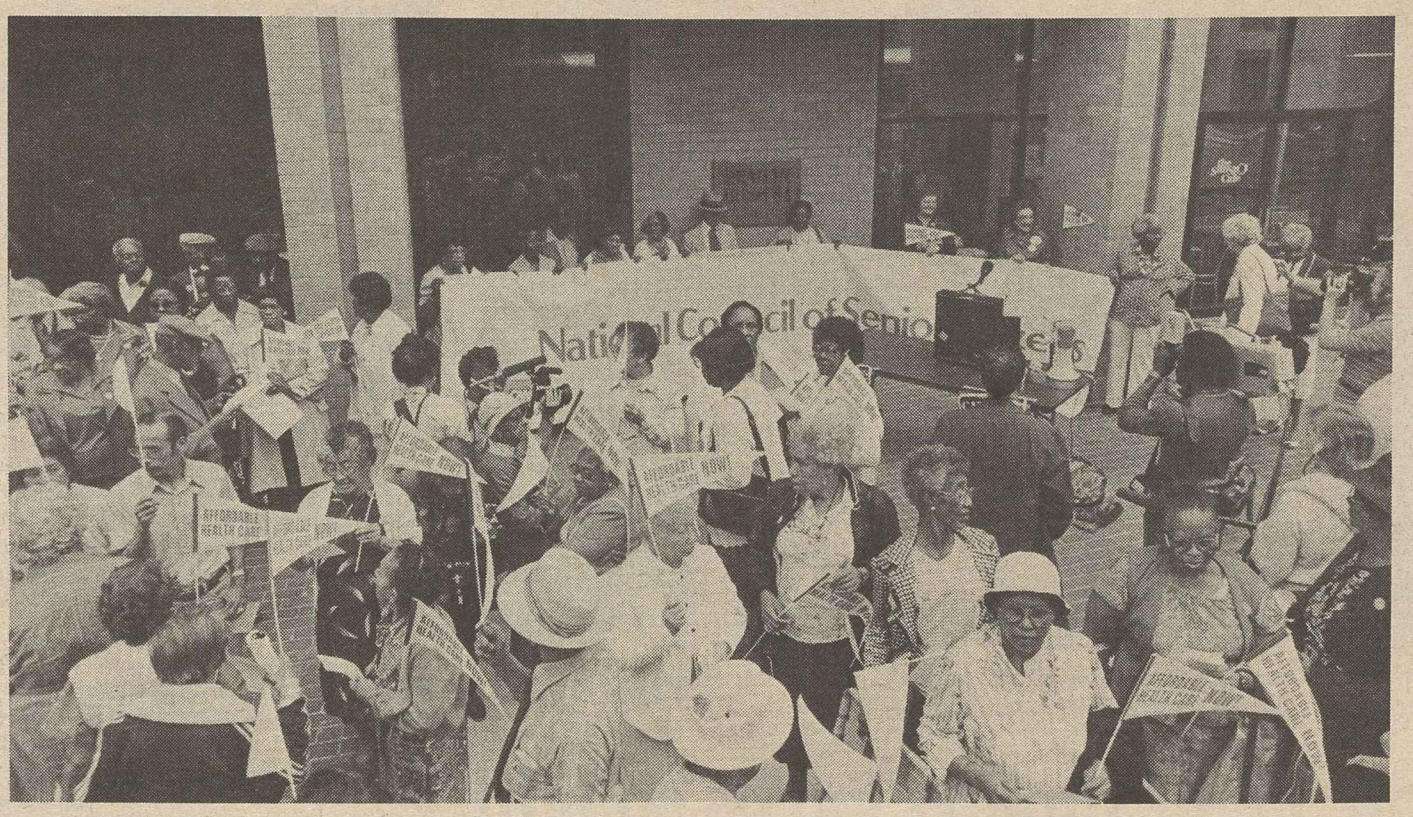
Takeback demands

Negotiations broke down July 20 over the Postal Service's demands for a wage freeze for current employees and a 23-percent lower starting salary for new employees.

Mail Handlers President Lonnie Johnson said the factfinding opinions will "make a breakthrough for all of the unions."

The factfinders' report also rejected USPS's proposal to alter leave policy and cost-of-living adjustments and to eliminate premiums for Sunday work—all key issues in the stalemated contract talks.

Meanwhile, APWU President Moe Biller and Letter Carriers President Vincent R. Sombrotto called for Postmaster Gen. William Bolger to return to bargaining.



Senior Citizens get "no answer" to health care questions at the Reagan-Bush national headquarters.

Seeking answers on health care

Looking for answers to their concerns over health care, members of the National Council of Senior Citizens knocked on the doors of the Democratic and Republican presidential campaigns. While they got a warm welcome and positive answers from Mondale-Ferraro, they got nothing but closed gates from Reagan-Bush.

The NCSC held "Senior Health Action Day" demonstrations in 90 cities across the country, calling attention to the Reagan-Bush campaign's failure to answer its questions on health care issues. The issues included the future of Medicare and Medicaid and hospital and doctors' fee cost containment.

The NCSC, which has 4.5 million members, said it sent both campaigns registered letters on Aug. 27 asking the candidates to answer five key health care questions. Democratic presidential nominee Walter Mondale replied to all five issues "affirmatively" on Aug. 31, but the Reagan-Bush campaign never answered the letter or a later mailgram asking for a reply, NCSC said.

In his letter to NCSC, Mondale promised to protect and improve Medicare and Medicaid without slashing benefits, and to work vigorously for effective, across-the-board health care cost containment.

NCSC Executive Director William R. Hutton predicted that the issues of "saving Medicaid plus holding down costs will have the kind of impact that the social security issue had in 1982." The Reagan Administration proposed a large program of social security cuts that year, but was forced to moderate its demands following a major public storm of opposition.

In Washington, hundreds of NCSC members gathered outside the national Reagan-Bush campaign offices, chanting, "We want answers."

The demonstrators—who got no acknowledgement from the campaign—displayed a "Health Scorecard" indicating "No Answer" from the Reagan Administration in contrast to all "Yes" replies from Mondale.

Later in the day, Mondale spoke to a rally of the NCSC members in Tupelo, Miss., where he outlined his long support of Medicare and Medicaid while he was in the Senate and as Vice President.

In addition to marches and rallies, Senior Health Action Day events in many cities included meetings with state and national officials. Demonstrations spotlighted serious senior health care problems, such as skyrocketing hospital costs and poor nutrition.

ITU looks to Graphic Union merger

Atlantic City, N.J.—Delegates to the Typographical Union convention voted unanimously to direct the ITU leadership to pursue a merger plan with the Graphic Communications Union.

If a merger agreement with the GCIU can't be worked out, the convention called for efforts to seek merger with another AFL-CIO affiliate.

Citing the recommendations of the union's executive council, ITU President Robert S. McMichen said the convention action "gives us the authority and the time to come up with a merger agreement with our most natural ally, "GCIU."

Such a merger would bring virtually all unionized printing industry workers "under one powerful umbrella, and within the mainstream of U.S. and Canadian labor," McMichen said.

ITU has about 75,000 active and retired members, while the GCIU has about 200,000.

Support for the proposition was unanimous after a last-minute revision stipulated that if no agreement could be reached within a certain time with GCIU or another AFL-CIO affiliate, then a "merger/affiliation" document negotiated by the past ITU executive council with the unaffiliated Teamsters would be put out to referendum.

While the convention reached agreement on how to handle the merger question, the process cannot get underway until a federal court injunction barring any ITU merger action is dropped. That injunction was won by several rank-and-file members who opposed the earlier ITU leadership's Teamster bid.

This year's convention proposition on merger gives McMichen 90 days to reach agreement with GCIU or another AFL-CIO affiliate, once the injunction barring merger activity is lifted.

In other convention action, the 200 ITU delegates roundly condemned Ronald Reagan's presidency, declaring in a resolution that his leadership has been harmful to the union's members and working people generally.

The convention unanimously endorsed the Walter Mondale-Geraldine Ferraro Democratic ticket. In convention discussion of the resolution, several delegates noted that the Teamsters are virtually alone among unions in supporting Reagan.

AFL-CIO Sec.-Treas. Thomas R. Donahue in his convention address stressed the need to replace Reagan with a man of compassion and concern—Walter Mondale.

Media impact

Donahue observed that the media's negative drumbeat about the condition of the Democratic campaign is having an impact even on some of the party "faithful." "Fritz needs to take tougher positions." he quoted some of the doubters.

Responding to that statement, Donahue declared: "Here is a man who selected a woman as his running mate; he told the nation it is time for the truth about the need to pay taxes; he has taken on the religious extremists, and he has written a prescription for getting us over the Reagan deficits. And the 'smart' money says he should not do any one of those things."

"That is tough enough for me," Donahue said. "That is a tough candidate and that is a winning candidate."

The convention was the first to be conducted by the union's new executive council, comprised of McMichen, newly elected Vice President Bill Boarman and Billy J. Austin, along with Vice President Allan Heritage and Sec.-Treas. Thomas Kopeck. All five, winners of a re-run election overseen by the U.S. Dept. of Labor, were sworn in just 12 days before the convention began.

Nevada federation bolsters campaign for new voters

Las Vegas, Nev.—The Nevada AFL-CIO, gearing up for the fall elections, launched a voter registration drive among union members aimed at lifting the state from last place in the nation in voter participation.

Delegates to the state federation's 38th annual convention unanimously approved a resolution asking each local union to help get out the vote of union families in the November elections.

Rep. Harry Reid (D-Nev.), who was endorsed in his bid for a second term by the convention, told the 140 delegates, "We make it difficult to vote" in Nevada but said this situation could be corrected. He favored making it easier to vote, either through postcard registration or automatic registration when motorists renew their drivers' licenses. The convention also endorsed Democrat Andrew Barbano in his congressional race against incumbent Republican Rep. Barbara Vucanovich.

AFL-CIO President Lane Kirkland drew loud cheers when he said it was time to "get the play-acting" of the Reagan Administration over and done with. "It's time to bring the curtain down on that act," he declared. Democrats Walter Mondale and Geraldine Ferraro are the "real candidates," he said.

The convention called for a continued boycott of six Las Vegas hotel-casinos that have not yet signed union contracts. They are Sam's Town, California Hotel, Marina Hotel, Four Queens Hotel, and two Holiday Inn hotels.

Executive Sec.-Treas. Claude Evans and the federation's six vice presidents were re-elected to new terms of office. President Mark Massagli's term ends next year.

Teachers give Reagan failing grades

According to the Teachers' "report card" on the Reagan Administration, the President flunked his first term and shouldn't be promoted to a second.

The 600,000-member union "graded" the President on six key "subjects" of concern to teachers and the nation, and sent home four "Fs."

The President earned AFT's failing marks in "Arithmetic" for incorrectly claiming he hasn't cut the federal education budget, and in "American History" for "poor retention of the facts" regarding the federal role in education. The union failed Reagan in "Civics" for cuts in programs for the disadvantaged and attacks on civil rights gains, and in "Health" for attacks on worker safety and health protections and his support for plans to tax health care benefits.

Reagan did only slightly better, but still below passing, in "Business" where he got a "D Minus" for failing to recognize the value of education to the future of industry and the nation. He was marked "D" in "Language and Reading Skills" for not understanding a federal commission's calls for education reform.

The President did earn two "A's" from AFT—for "Dramatics" because he "has a real talent for acting," and for "Physical Education," because he is "superb at political football, able to turn bipartisan issues into political battles."

Import issues are addressed by ACTWU President Murray Finley and ILGWU President Sol Chaikin at Senate hearings.

Stronger import curbs sought to salvage U.S. apparel jobs

America's most labor intensive industries face continued erosion unless import restraints are made more effective, the presidents of two big apparel unions told the Senate Subcommittee on International Trade.

Ladies' Garment Workers President Sol C. Chaikin pointed to the loss of 300,000 apparel jobs over the past 10 years. The chief cause, he said, was the "surge of imports from nations where wages are abysmally low and human rights and the right of workers to organize are virtually nonexistent.

Clothing & Textile Workers President Murray H. Finley praised the concept of the Multifiber Arrangement (MFA), which is supposed to regulate access by developing nations to western markets. But he criticized its lax enforcement by the U.S. government.

Finley pointed to double-digit jobless rates in textiles and apparel manufacturing—in both industries higher than a year ago, despite economic recovery and a drop in the national unemployment rate.

While urging "immediate and decisive actions" to curtail imports, Finley said the MFA should be strengthened and not scrapped. "Internationally managed trade is the right way" to deal with world trade problems, he insisted.

Finley also stressed ACTWU's support of union-management's efforts in the men's clothing industry to reduce costs through technological innovation.

Tough competition

Chaikin told the subcommittee that the ILGWU operates in the most competitive industry in America, in which "no single manufacturer represents as much as 1 percent of domestic production and there are more than 25,000 firms engaged in cutthroat competition."

But while U.S. garment workers earn among the lowest wages in domestic manufacturing, importers "have sought out those parts of the world where wages and living standards are even lower."

More than 70 percent of women's apparel imports come from four nations, Chaikin testified. They are "Hong Kong, with an applicable wage rate of $1.18 per hour, Taiwan at 57 cents, South Korea at 63 cents, and the People's Republic of China, where a garment worker earns the U.S. equivalent of 16 cents per hour."

The resurfacing of sweatshops in the U.S. apparel industry, where undocumented workers labor for wages of $1 to $2 an hour, is a byproduct of the "intense competition" from low-wage nations, he said.

International agreements must recognize "the right of all nations to protect their own working people," Chaikin stressed. But "our government does not do so, at least with respect to the apparel and textile industries. We have allowed imports to grow at astronomical rates from year to year," he testified.

Henry Rutz dies at 81, retired AFL-CIO staffer

Bethesda, Md.—Henry C. Rutz, who retired as a representative of the AFL-CIO Dept. of International Affairs in 1968, died Sept. 15 of heart failure at Suburban Hospital in Bethesda, Md. He was 81.

Rutz joined the Typographical Union in 1920 and later served as the fourth vice president of the ITU. He also had been a member of the Teachers and Newspaper Guild.

In 1946, he became a special representative with the AFL working in Germany. In 1955, he was named an international representative of AFL-CIO department.

Survivors include his wife, Elizabeth. Funeral services were held at Christ Lutheran Church in Bethesda, Md.

Rights restored

Disability benefits bill approved by Congress

Continued from Page 1

procedure last March. The Senate went part way in the version it adopted in May, but it left the burden of proof of continued disability on the recipient.

One element of the Senate-passed bill was especially objectionable to labor and the social security coalition. It would have allowed the Secretary of Health & Human Services to suspend the cost-of-living increases for disability beneficiaries in any year when the disability insurance trust fund was below a specified level.

In a letter to conferees, AFL-CIO Legislative Director Ray Denison protested that this would be an "unwise precedent" and a constitutionally dubious delegation of authority to the Executive Branch. He noted that interchanges among social security trust funds have been common. Just last year, Congress reallocated a portion of the disability fund to the Old Age & Survivor's Insurance trust fund "since the disability program was running a surplus."

To cut benefits when the balance changes would be "grievously unfair," Denison said.

In the end, the Senate conferees dropped that provision and also agreed to language specifying that the government can't remove a person from the disability rolls without showing that the recipient's medical condition had improved.

While the Administration had resisted portions of the legislation, the election season and its bipartisan support assures that President Reagan will sign it into law.

There was bipartisan cooperation also in another disability-related bill that has been cleared by a House-Senate conference and scheduled for final approval by Congress.

It amends the Longshoremen's & Harbor Workers' Compensation Act—the federal workers' compensation law that covers persons working in waterfront areas or shipyards.

Employers and insurance companies had complained that a 1972 liberalization of the law had sent costs soaring far beyond estimates and encouraged fraudulent claims.

The effort to work out problems and agree on changes that would be acceptable to all parties involved stretched over two congresses and in the end proved successful.

Benefit ceiling

The new legislation will clarify jurisdiction by limiting coverage to persons working directly on maritime, dock and shipyard operations. It sets a 5-percent ceiling on annual benefit increases and stiffens penalties for fraudulent claims.

It also improves protections for workers by extending the time limits for reporting and filing claims based on occupational diseases. Benefits were also authorized for victims of occupational diseases who do not discover their disability until after they retire, and to their survivors.

In a more controversial legislative area, a House-Senate conference was having only limited success in trying to shape an immigration reform bill that would satisfy the many concerns raised by the House and Senate versions of the bill. The effort was continuing, however.

West Virginia delegates vote support for 75 candidates

Charleston, W.Va. — The West Virginia AFL-CIO convention endorsed 75 candidates for public office and put its support behind four of five state constitutional amendments during a busy two-day meeting here.

The delegates chose not to endorse either candidate in the race for governor in which Democrat Clyde See, a former speaker of the State House of Delegates, is running against Arch A. Moore, a former Republican congressman and two-term governor. See has a 20-percent right COPE voting record, compared to Moore's 42 percent.

The convention endorsed all four incumbent Democratic congressmen — Alan B. Moolohan, Harley O. Staggers, Robert Wise and Nick Joe Rahall — as well as Gov. John D. "Jay" Rockefeller IV in his race for the U.S. Senate seat being vacated by Sen. Jennings Randolph. All five of the candidates addressed the convention.

The state federation delegates also voted support for nine candidates for the State House of Delegates.

The convention also paid tribute to Randolph, who was first elected to Congress in 1932.

The Democratic ticket of Walter Mondale-Geraldine Ferraro received the delegates' unanimous support in a convention resolution acclaiming the national AFL-CIO's endorsement. The resolution assailed the current Reagan Administration as having had the most "devastating impact" on the nation through "meat axe" cuts in social programs that have brought an "explosion of poor people," tax reductions tilted to the rich, and anti-worker bias that has severely weakened the Occupational Safety & Health Administration and packed the National Labor Relations Board with employer partisans.

Vote get-out

State AFL-CIO President Joseph W. Powell called for a strong spirit of trade union solidarity to "rid ourselves of a calloused, misguided and inept Administration" by turning out to the voting booths on Nov. 6.

On five statewide referendum items, the convention delegates supported measures for the establishment of a state lottery; housing bonds of $35 million to provide low-interest loans to veterans; a $50-million-a-year authorization for improvements to schools, roads and public works; and exclusion of intangible property from taxation — a measure that could affect retirees' pension benefits.

In a key resolution, the delegates called on the state to raise the maximum rate for workers' compensation to 133 percent of the state's average weekly wage and to prohibit discrimination by employers against workers who file disability claims.

In an off-year election, the delegates selected Robert L. Kleeh, a Machinist, as the vice presidential replacement for Gerald Keller, an Electrical Workers' member who died earlier this summer.

EPA agrees to open-door meetings

The Environmental Protection Agency has agreed to end its practice of consulting behind closed doors with pesticide manufacturers whose toxic chemicals pose unacceptable health risks to workers and consumers.

The agreement, reached in U.S. District Court in Washington, settles a suit to bar the practice brought against EPA in May 1983 by the AFL-CIO and the Natural Resources Defense Council. EPA Administrator William D. Ruckelshaus signed the accord for the agency.

Federation President Lane Kirkland hailed the settlement, which involves EPA rules on more than a dozen pesticides, as "a major victory for workers and the public."

Under the settlement, EPA agreed not only to stop its evasion of the requirement for public rulemaking, but also to reassess certain pesticides approved after secret discussions with the manufacturers and to seek new safety and health data in making its reassessment.

"If EPA conducts future pesticide determinations in good faith, we have every confidence the result will be better control of these hazardous substances," Kirkland observed.

Federation role

"The AFL-CIO is proud to have played a role in moving EPA to meet its responsibilities to protect citizens from toxic pesticides."

In the 1983 suit, the federation and NRDC charged that EPA excluded the public in determining the health risks of numerous pesticides while the agency met secretly with industry representatives.

EPA will now be required to reassess its rules on the pesticides lindane, benomyl, and paraquat by deadlines set in 1985 and 1986 and to reassess 10 other chemicals by the end of 1986. The agreement also spells out the public information EPA is expected to provide.

The assessments by agency are designed to determine whether the pesticide chemicals cause cancer, birth defects, genetic mutations, nerve damage or other chronic health effects.

In their lawsuit, the AFL-CIO and NRDC charged that private conferences between EPA and the pesticide industry were substituted for the public process required by law for evaluating hazards of pesticides and regulating their use. Thus, the suit warned, the public was inadequately protected.

EDITORIALS

Reagan's Democrats

TO REAGAN REPUBLICANS, evidently, the only good Democrat is a dead Democrat.

That's the message we get from President Reagan, who used to be a Democrat himself, but now wants all right-thinking Americans to join him in switching to the Grand Old Party.

Reagan made his pitch in Waterbury, Conn., where in an earlier era a huge crowd waited until 3 a.m. to cheer presidential candidate John F. Kennedy at a campaign rally.

He knows from first-hand experience that "it can be a very wrenching thing to change parties," Reagan told the Democrats in the audience. But what else can you do, he suggested, when the party no longer stands for the "good and decent" tradition of Kennedy, FDR and Harry Truman.

In the Kennedy era, Reagan said with emotion, "it seemed like springtime."

What a shame that time has so dimmed the President's memory.

As Sen. Edward M. Kennedy, the late President s brother noted, Reagan wasn't exactly a JFK fan back in 1960. In fact, he was an active participant in something called "Democrats for Nixon."

Not that he was very much of a Democrat in those days. It turns out that Reagan had been voting Republican in presidential elections for some time, but had never gotten around to changing his party registration.

But right after Kennedy was elected President, Reagan registered as a Republican. So much for his "wrenching experience."

IT'S NOT EVEN necessary to have been President to make the list of Democratic heroes in Reagan's rewriting of history. The President is equally effusive in his praise of Hubert H. Humphrey, that gallant battler for the causes and programs Reagan has worked to undermine.

Humphrey didn't quite make it to the presidency, but guess which side Reagan was on when he ran. The President's chief requirement for honoring Democrats, obviously, is that they first be safely dead.

But Reagan is right as can be that Kennedy and Roosevelt and Truman stood for "the interests of the working people."

Indeed they did. They certainly didn't pack the National Labor Relations Board with management consultants who advocate a "union-free" environment. Nor would they have put employer interests above the health and safety of workers.

Neither would Walter Mondale.

Four More Years?

TO RAYMOND JASTRZAB, "President Reagan's decision against steel import quotas is no surprise. We expected him to let us down in our time of need. He sees himself so far ahead in the polls that he doesn't need our help."

Jastrzab is president of Steelworkers Local 2644 at the Bethlehem Steel plant in Johnstown, Pa. He was interviewed by the newspaper USA Today, and these are some of the things he said:

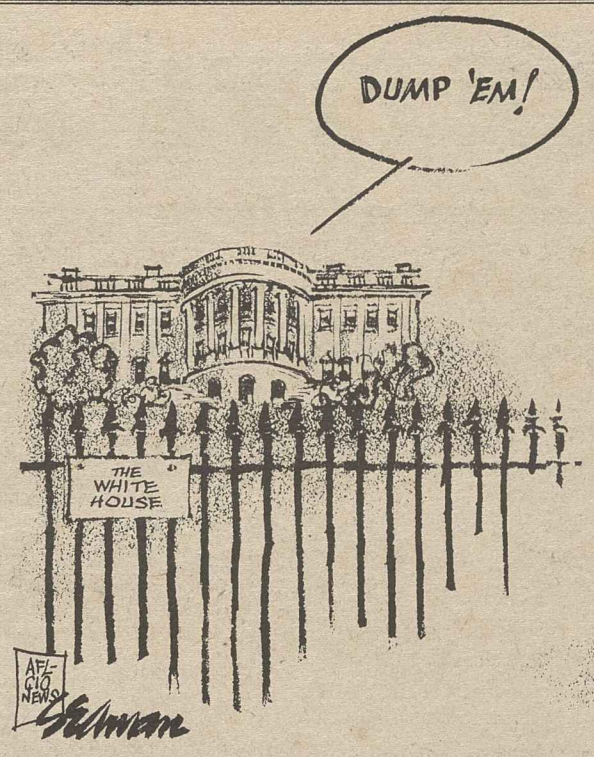
"Everybody says steelworkers make outrageous wages. I make slightly over $10 an hour. Five dollars an hour of our wages comes from cost-of-living allowances, which we are fortunate enough to have. It is not our fault that the consumer price index went up.

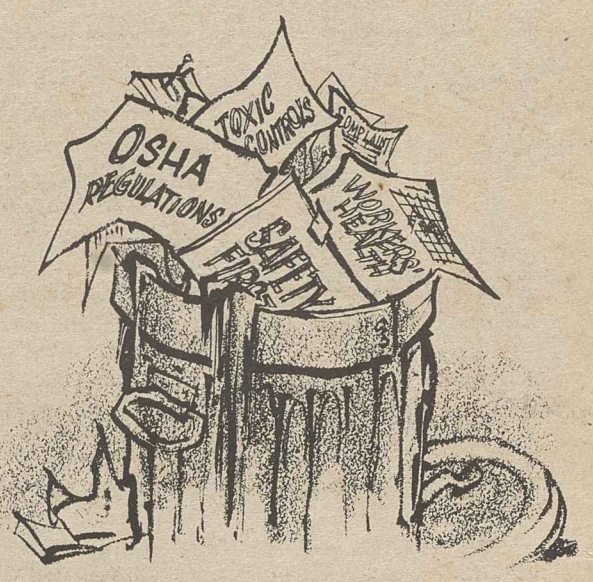
"I know hundreds of people who have been laid off. They have run out of unemployment benefits. They can't pay for their homes.

"President Reagan says there are jobs out there, but how can you pay a mortgage when you make $4 an hour. Those are the only jobs, and in Johnstown, even those have all been taken.

"Steelworkers are being forced down to a lower standard of living. The suicide rate is up drastically, families are broken by divorce, there is an increase in child abuse and alcoholism.

"No one knows whether they will be working next week."





Election issue

Inequity of Reaganomics hits poor, wage earners

By Bayard Rustin

It is now more than three years since the economic programs known as Reaganomics were enacted by a compliant Congress and implemented by an overzealous executive.

The Reagan program, we were told by the President's supply-side theorists, would lead to an expansion of opportunity for rich and poor alike. "A rising tide lifts all boats" was the elegant metaphor used to embellish a program of tax cuts and government restrictions on social spending.

The centerpiece of the Reagan program was the Reagan-Kemp-Roth tax cut of 25 percent. The President's spokesmen and our Chief Executive assured us that this tax cut was equitable. We were told that everyone, no matter what his income, would pay 25 percent less in taxes than before. Everybody would benefit, the President's aides assured us.

Now, more than three years later, it is fair to take a look at the social consequences of the Reagan program. Who were its big winners? And who were its big losers? Did a rising tide emerge? And, if so, did it lift all boats? As the 1984 presidential election nears it is well to ask whether the Administration's program has been fair.

Supply-side results

The answers to a number of these timely and vital questions can be gleaned from a recently published report by the Urban Institute. The Urban Institute is not some politically partisan institution. Over the years it has earned a high degree of credibility through its politically unbiased examinations of social policy, economic trends and urban life. The institute's conclusions about the effects of Reaganomics in the last three years deserve serious attention.

According to the institute study, the real income of the poorest fifth of American families—a disproportionate number of whom are black—has declined by nearly 8 percent since 1980, while the income of the wealthiest one-fifth of American families has risen by nearly 9 percent.

In other words, under the Reagan Administration the poor have gotten poorer and the rich richer.

Nor is the news very good for working Americans. The bottom two-fifths of America's families have lost all the ground they had gained toward equity in the last two decades. And the middle class, those in the middle fifth in terms of income, have had a four-year gain in income which averages out to about $35 per year.

Real income

Overall, the real disposable income of American families has increased only an average of 4 percent in the Reagan years, which is less than half the average gain of comparable periods over the last 30 years.

While there has been some gain in earnings overall, it is largely confined to those Americans who are well off. The poor have suffered a serious erosion in their standard of living. Those in the middle have stayed about even.

So much for the Reagan recovery and the new prosperity. The institute's close examination of "The Reagan Record" indicates that it is characterized by unfairness. It shows that under this President $25 billion has been taken out of the hands of the poorest Americans and transferred into the hands of the wealthiest.

Moreover, under Ronald Reagan the proportion of taxes paid by lower income workers (those in the bottom 40 percent) has risen, while the taxes of the top income group have fallen dramatically.

In this election year, the findings of the Urban Institute should be the occasion of a serious discussion of the so-called "successes" of the Reagan economic program. Reaganomics has taken from the poor, denied advancement to the middle class of working people, and benefited only the rich.

Now if each of these groups votes their economic interests in November, we will have a new President in the White House—one who understands that economic growth is only possible in the context of social justice and equality.

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LEGISLATIVE ALERT!

The Hired Guns Who Sell Out U.S. Trade Policy to the Japanese

As the U.S. trade deficit continues to hit record levels, the October 1 issue of the New Republic magazine exposes a sordid story that every American worker should read.

In a nutshell the article details the "selling out" of America in its crudest form. It describes how former U.S. trade officials who, while in government service, feathered their own nests. They did so by bending over backwards to advance Japan's trade interests while serving as U.S. government regulators and then later hiring out as lobbyists for a collection of Japanese corporations. Thus our principal international trade agencies -- the White House Official U.S. Trade Representative (USTR) and the International Trade Commission (ITC) -- which are supposed to look out for U.S. interests, are described by author David Osborne as "virtual training camps for our Japanese competitors, whose roster of lawyers, lobbyists, and consultants reads like an all-star team of former U.S. trade specialists."

Among those well-heeled, ex-government officials who now fight for Japan Inc. are:

*Eric Garfinkel, an attorney who spent most of 1981-82 at U.S.T.R. and then moved to the White House to become the chief international trade lawyer at the Office of Policy Development. While there, he was deeply involved in the 1983 Administration debate over import sanctions against the Japanese machine tool industry. Six months after the case was decided in Japan's favor, Garfinkel left the White House to join a prominent Washington law firm. His most important client? The Japanese Machine Tool Builders Association, which is again fighting a suit by the American machine tool industry.

*Daniel Minchew, former ITC chairman under Presidents Ford and Carter, later admitted to selling out while on the government's payroll. While a member of the ITC, he negotiated a contract with his future Japanese employers. This breach of ethics only came to the government's attention when a Japanese official called State Department to ask why an ITC commissioner was soliciting business from his Tokyo hotel room.

*William Eberle, who was the U.S. Trade Representative under Presidents Nixon and Ford, earned $216,000 lobbying for Nissan in 1983. Steve Lande, a Garfinkel's colleague at U.S.T.R., who was in charge of Japanese negotiations for several years at the agency, went to work for Eberle in 1982.

*U.S.T.R. General Counsel Alan Wolff left to practice law and handle a $200,000-a-year retainer with Nissan within a year after leaving his government post.

The worst case though dealt with another U.S.T.R. veteran John Rehm whose clients have included Toyota, Nissan and Subaru. Rehm also represented Sears Roebuck and Co., which was indicted in 1980 for allegedly concealing $1.1 million in rebates on television sets it bought from Japanese manufacturers. According to the grand jury, Sears sought to avoid the "dumping" tariffs imposed on foreign-made TVs sold under a certain U.S. price by paying more for the TV sets than the actual transaction price. It then got the money back in rebates on items not subject to dumping duties. Rehm was named as an unindicted co-conspirator on the strength of a memo in which he allegedly proposed the rebate scheme. The case has yet to come to trial.

This pattern of musical chairs according to author Osborne, has also had its impact at the ITC. Several years ago, for example, an ITC staff member hired on as a lobbyist with Honda a few months after completing her portion of a report on whether domestic automakers should be given relief.

You can imagine the effect this "golden revolving door" has had on those government regulators left behind, particularly when they see their predecessors earning $200,000 a year from Japanese clients. As Joel Lisker, who formerly directed the Justice Department office where foreign lobbyists are required to register, puts it, "There's some incentive there to try to go easy."

No wonder many in Washington believe that agencies such as U.S.T.R. have become nothing more than a conduit for ambitious young lawyers to "cash in" on their experience in government. And with only their future in mind, you can imagine what the quality of their law enforcement in international trade has been.

In the final analysis, as hired gun Garfinkel describes Japan Inc., "There's no single foreign government that's got the number of hired guns in town that they've got." Only thing is, in his case he and they are one and the same. And the last thing the've got in mind is the interest of American workers. Isn't free enterprise just grand!

WOULD YOU BELIEVE...

Donald Dotson is the infamous Reagan-appointed Chairman of the National Labor Relations Board.

He's the guy who, along with his right wing cronies on the Board, has succeeded in putting labor relations back fifty years. As a result many unions don't bother appealing even the most blatant cases of employer misconduct to the NLRB because they know in advance the verdict they'll get from the Dotson gang. Things are so bad over at the Board that board members are in a public shouting match over the chairman's obnoxious behavior towards other board members. Meanwhile back at the NLRB the case backlog is at record levels.

What next you ask? Would you believe the Donald Dotson Scholarships in Labor Relations (read union busting) from Campbell University, North Carolina! The Dotson scholarships may sound like a joke but we're not kidding. Here's a reprint of a recent solicitation on behalf of the scholarship. If Dotson's reign weren't so tragic for workers' rights, this might be funny.

Next we expect to see Campbell University offering the Ayatollah Khomeini scholarships in political science or how about the Idi Amin endowment for the Humanities?

THE SCORECARD ON WORKERS' ISSUES THAT APPEARS IN THE SEPTEMBER 21 ISSUE OF THE LEGISLATIVE ALERT! WILL BE PUBLISHED IN A LATER EDITION OF THE AFL-CIO NEWS

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request the pleasure of your company

at a reception at which the first

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R.S.V.P.
Carol Ramsey
(703) 321-9606

Reception 6:00 p.m.
Presentation 7:00 p.m.

Mondale presses 'talk sense' strategy

Slams Reagan for trivializing election issues

By David L. Perlman

Walter Mondale talked like a Dutch uncle to affluent college students and like an old friend to union steelworkers.

He talked sense and issues to both groups—and they loved it.

Geraldine Ferraro continued to draw big, enthusiastic crowds in city after city, throwing well-aimed barbs at the Reagan Administration.

For the Democratic candidates, coming from far back in the polls, the campaign was clearly on an upswing.

In Cleveland, it was "fighting Fritz" who had the Steelworkers' convention hall rocking with applause as he ripped into the policies of an Administration which has turned its back on the nation's basic industries and its workers.

Democratic coattails

This President who seeks a "union-free environment" is trying to cover himself with the cloak of Franklin Roosevelt, John Kennedy, Harry Truman and Hubert Humphrey, Mondale scoffed.

"They belong to us," he said to ovation after ovation, "and all they stand for speaks to us. Coolidge and Hoover and Nixon belong to them, and they can have them."

A day earlier, in what more than one jaded political reporter described as the most memorable speech of the campaign, Mondale talked to George Washington University students of President Reagan's attempt to trivialize the election process by ignoring issues of substance—relying on "happy talk" and television images.

"There ought to be a big difference between a presidential election and a pep rally," Mondale insisted.

"This election is about values," he said. "Today, millions of American children are born in poverty. Many go to school hungry. Many don't learn to read and don't learn to hope. And nearly everything we've done as a nation to help these children has been cut back by this Administration."

Win or lose, Mondale said, "I won't permit this crowd to steal the future without a struggle. I won't let them put ice in our soul. They have a right to ask for your vote. But I'll be damned if I let them take away our conscience."

Black students at Texas Southern University in Houston didn't need any reminders about poverty and overflowed the auditorium in as enthusiastic a welcome as Mondale has received in this campaign.

Continued on Page 4

AFL-CIO news

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Workers' buying power registers sharp decline

Auto Workers President Owen Bieber and Vice President Donald Ephlin announce tentative three-year agreement with General Motors Corp.

Auto Workers council backs GM settlement

St. Louis—Local union leaders from General Motors plants endorsed the tentative contract negotiated by the Auto Workers and sent it to UAW members for a ratification vote.

The three-year agreement calls for wage increases and what the union termed "an unprecedented job security program" for some 350,000 active and laid-off GM workers.

It was overwhelmingly approved by the union's 300-member General Motors council at a meeting here. The membership vote on ratification is expected to be completed by Oct. 14, the union said.

In addition to the key wage and job security provisions, the contract calls for three additional paid holidays, a $300 annual bonus for workers with a perfect attendance record, increased pension payments and an early retirement plan.

UAW President Owen Bieber and Vice President Donald Ephlin, who heads the union's GM department, described the agreement as "an excellent settlement that makes more secure than ever in history the jobs of our UAW-GM members while providing much deserved economic improvements immediately and in the years ahead."

The settlement, whose details are being withheld by the union until ratification, ended the union's selective strikes against 17 key GM plants across the nation.

The centerpiece of the contract's job security plan is an agreement by the automaker to spend up to $1 billion over the

Continued on Page 5

Price surge beats down real wages

By James M. Shevis

The average worker's purchasing power shrank in August as real earnings dropped sharply—a seasonally adjusted 1 percent—while the rise in retail prices more than doubled over the month.

In its monthly report on earnings, the Bureau of Labor Statistics said that real, or inflation-adjusted, pay averaged $172.19 a week in August compared with $173.92 in July. Average weekly gross earnings, in current dollars, remained the same, $293.92.

The steep reduction in purchasing power was due entirely to the sharp rise of nine-tenths of 1 percent in the government's Consumer Price Index for Urban Wage Earners & Clerical Workers (CPI-W) in August. Both average hourly earnings and average weekly hours were unchanged between July and August.

The August decline in real earnings was the largest monthly drop in a year, and followed a decline of four-tenths of 1 percent in July. Over the year, real earnings were up 1.3 percent.

Before tax bite

AFL-CIO Research Director Rudy Oswald noted, however, that the 1.3-percent rise over the year is before taxes. If social security and federal income taxes are taken into account, he said, the rise is only nine-tenths of 1 percent.

Even with the over-the-year increase, real average earnings are still below the 1979 level.

The August jump in the consumer price index was mainly the result of increases in prices of food and beverages and in the cost of housing. Food and housing accounted for about three-quarters of the overall rise in the monthly CPI-W index.

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MEMO FROM COPE

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'Second-term agenda'

Reagan ax poised for more cuts

If President Reagan should be re-elected in November, the Administration's budget ax will swing wickedly in January. Its targets will be whatever non-military programs weren't drastically slashed in the President's first term.

That's the view of "Reagan's Second-Term Agenda" that emerges from a Fortune magazine article based in interviews with Washington insiders, including "the President's closest advisers."

The President may be keeping silent about his post-election plans while he campaigns for re-election. But some of his top aides have been less reticent, Fortune's Washington editor, Peter W. Bernstein found.

The goal is a Reagan victory conclusive enough to enable the White House to claim a "mandate," as it did when it took office in 1981. Then, it used the budget process as a shortcut to push through the bulk of the Reagan program within the first few months of his Administration.

Social programs

Programs for the poor were slashed, tax benefits for business were enacted and the military buildup launched. The architect of the budget cuts, OMB Director David A. Stockman, told Fortune that the big mistake was in not going still further with the spending cuts. "We should have gone after the big boulders—the social insurance programs," he is quoted.

A second Reagan Administration would not make the "mistake" again, the Fortune article suggests.

"It would try to lump most spending-control proposals into one comprehensive package and get Congress to pass it quickly. It's clear where the Reaganites would wield the budgetary ax, although they don't want to advertise their plans in an election year."

A "prime target," the magazine says, is farm programs — despite the assurances Reagan has given to farm audiences on his campaign tours.

Also singled out for "big cuts," the article indicates, are programs to help college students, veterans' health benefits, and government and military pensions.

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9/29/84

IAM delegates draft funding, benefit plans

Seattle—The Machinists convention approved a series of changes in the IAM's constitution and adopted resolutions geared to an agenda for progress over the next four years.

The 1,798 delegates voted to amend the per capita tax payment formula, dramatically increased the union's weekly strike benefit payments and provided a funding mechanism for the IAM education center at Placid Harbor, Md.

On the per capita question, delegates agreed to continue the per capita formula at an amount equal to the weighted average hourly earnings of all members on a union-wide basis. That amount is now $11.01 per month with 20 percent or $2.20 per member per month going into the strike fund.

Delegates also voted to give substantial relief to locals whose members earn an average less than $8.50 per hour through a newly devised rebate system. One of the reasons for this special decrease in per capita payment is to encourage organizing of nonunion workers whose wages fall below $6.50 per hour.

Effective next Jan. 1, locals whose weighted average hourly earnings are between $7.51 and $8.50 will have their per capita tax reduced $1 per month; locals with average earnings between $6.51 and $7.50 hourly will get a $3 reduction, and locals with average earnings of $6.50 or less will get a $5 reduction.

Yearly increases

Beginning in 1986, payments will increase 50 cents each year through 1988 for each 5-percent gain in the union-wide average earnings over 1985.

Delegates voted to raise strike benefit payments from the current $40 to $70 per week, effecitve in 1985 and agreed to continue the two-week waiting period before benefits are paid.

In agreeing to keep the union's Placid Harbor education center open, delegates approved a law committee recommendation to invest income from the strike fund —up to $2 million a year—and use the revenues for the facility's operations.

Earlier, delegates unanimously endorsed Walter F. Mondale for the presidency after the Democratic candidate's convention address. IAM President William W. Winpisinger warned that four more years of the Reagan presidency would be disastrous for the union.

On child care

Establishment of a model child care program to serve the staffs of the AFL-CIO and Washington-based unions was explored at a day-long meeting convened by the federation's departments of Community Services and Occupational Safety, Health & Social Security. From left: Anna Padia of the Newspaper Guild; Bert Seidman, director of the social security department; Dan Lazorchick, child care consultant; Teri Domanski, director of the YMCA's Office of Health Enhancement, and Cheri Sheridan, child care consultant.

Connecticut labor to press voter registration campaign

Hartford, Conn.—In a state battered by plant closings, the trade union movement regards the election of Walter Mondale and Geraldine Ferraro essential to restoring economic health.

Delegates to the Connecticut AFL-CIO convention backed up their unanimous endorsement of the Democratic presidential ticket with a call for a registration effort that will assure that every union member is eligible to vote.

AFL-CIO Sec.-Treas. Thomas R. Donahue roused the delegates as he zeroed in on President Ronald Reagan's record of attacks on labor, students, retirees and the middle class.

Donahue, along with Sen. Christopher J. Dodd (D-Conn.) and Ted Mondale, speaking on behalf of his father, spelled out the reasons why union members should vote in record numbers in support of the Mondale-Ferraro ticket.

President Reagan had invoked the memory of John F. Kennedy's presidential campaign in nearby Waterbury on the convention's eve, and Donahue charged that Reagan's "scriptwriters" had "hit an all-time low."

It was "deceitful' for Reagan to read lines associating himself with Kennedy's campaign in 1960 "when he opposed JFK every step of the way and campaigned for Richard Nixon."

And it was "deceitful," Donahue added, to pretend that Democrats who switch to Reagan will not be abandoning principle. Certainly, "advocating trickle-down, supply-side economics is different from the philosophy of the Democratic Party that we ought to buld a strong nation from the bottom up, from jobs for workers to adequate educaiton for theri children and improved old-age care for their parents."

Masked recovery

In his annual report to the delegates, state federation President John J. Driscoll warned that the state's recent economic upturn masked several soft spots. He pointed out that one-fourth of all jobs which were listed as new jobs that contributed to the state's low unemployment rate were part-time. He noted the number of workers in Connecticut's higher-paid factory jobs had plummeted by 33,000 since Reagan took office.

The delegates adopted a strong resolution calling for adequate notification by management of the intention to close factories or other places of business, plus payment of severance pay and other supplemental benefits in the event of such shutdowns.

Factory jobs used to represent over 50 percent of all jobs in the state, Driscoll noted, but now due to plant closings and out-of-state consolidations, factory jobs account for only 23 percent of the state's total jobs.

The convention endorsed six candidates for Congress, including all four Democratic incumbents. The two Republican incumbents up for election have COPE voting records below 50 percent on labor issues and their challengers were voted the endorsement.

Endorsements were made for 122 members of the state's General Assembly, including six Republicans who had given strong support to labor's program in the legislature.

Betty L. Tianti, secretary-treasurer and chief lobbyist for the State AFL-CIO, reported a number of gains in the 1983-84 legislative session, stressing that there had been no losses or weakening of state labor laws.

JLC conference explores key issues facing workers

Unity House, Pa.—Major issues facing American workers were explored at the 14th Labor Human Rights Conference of the Jewish Labor Committee's National Trade Union Council. The more than 200 delegates examined the problem of imports, Jewish-black relations and the 1984 political campaign, among other topics discussed.

President Sol C. Chaikin of the Ladies' Garment Workers termed the rise in imports over recent years particularly damaging to labor-intensive industries. The so-called underdeveloped nations have targeted these U.S. industries and have built plants for production of exports.

Human repression

"These industries are subsidized by their governments," Chaikin stressed. "And these subsidies are not just financial—there is repression which keeps labor submissive and union-free. And by keeping wages low, U.S. labor is prevented from being competitive."

He called for "a rational policy of job conservation" as a response to the export-import problems.

The session on the 1984 campaign and Jewish-black relations was addressed by Hyman Bookbinder of the American Jewish Committee and presided over by Norman Hill, president of the A. Philip Randolph Institute.

Hill observed that the Rev. Jesse Jackson's candidacy for the Democratic Party's presidential nomination had served to solidify the participation of blacks in the political process and to demonstrate that the most clearly anti-Reagan vote is the black vote.

Bookbinder stressed that "the issues of jobs, dual primaries, disarmament progress, while clearly enunciated by Rev. Jackson, must not be perceived as black issues alone." He also pointed out that the record of black congressional figures on major issues is consistently liberal and progressive.

The development of the labor movements of the United States and Canada was described by Martin J. Morand, director of the Pennsylvania Center for Study of Labor Relations. And a session on the future prospects of the State of Israel was led by David Freilich, an American who emigrated to Israel and became a captain in the Israeli Defense Forces.

In the election of officers, Sol Hoffman of the ILGWU was re-elected as chairman of the Trade Union Council. The new executive director of the JLC, Martin Lapan, was elected council executive secretary.

Reagan seen delaying stand on pay issue

The State, County & Municipal Employees challenged the Reagan Administration to take a stand on the politically hot pay comparability issue, but the White House probably won't show its hand until after the election, the union warned.

AFSCME's hunch that the Administration plans an unpleasant "December surprise" for supporters of pay equity for women workers has been fueled by statements made by Assistant Atty. Gen. William Bradford Reynolds criticizing the landmark federal court pay equity ruling in Washington State.

In the case decided last September, U.S. District Court Judge Jack Tanner in Tacoma found Washington guilty of sex bias in its pay scales, and ordered the state to upgrade the wages of some 15,000 of its women employees to levels comparable to those paid to men holding jobs requiring similar skills and responsibility. The multi-million dollar suit had been brought by AFSCME.

Reynolds branded the decision "wrong," and called it a "dangerous precedent," pledging to urge the Justice Dept. to intervene in the case on the side of the state's appeal for reversal.

The state has since appealed Tanner's decision, arguing in a brief filed with the 9th Circuit Court of Appeals in San Francisco that it had no obligation to implement the findings of a state-commissioned study which showed a 20-percent disparity in pay between male and female workers in some 80 job categories.

AFSCME has until Nov. 16 to respond to the brief, and oral argument is likely to be held in February 1985 or later.

Diana Rock, AFSCME's director of women's activities, criticized the Administration for its refusal to make public its position on the issue before the Sept. 17 deadline for filing "friend of the court" briefs with the appellate court which will hear the case. The courts usually permit the Justice Dept. to intervene in suits even after filing deadlines expire.

Deferred action

At a news conference following a meeting with U.S. Solicitor General Rex Lee, Rock said the union and representatives of several women's and civil rights groups were told that the Justice Dept. would not intervene in the case by the deadline, but Lee refused to say whether the Administration would act later.

She told reporters that AFSCME has learned that the Justice Dept. has prepared a brief attacking the Washington decision and that it has been sent to the White House for review.

Rock said the union would like to see President Reagan "end his silence" on both the political issue of pay equity and on the legal issue in Washington State.

"If he really wants to end sex-based wage discrimination, he will instruct the Justice Dept. to support the decision in AFSCME versus Washington State . . . if he wants to send a signal to employers that it's OK to discriminate against women, then he should instruct his Justice Dept. to oppose the decision," Rock declared.

If the President doesn't act, she said, the union will assume "he isn't sure whether or not he is opposed to sex discrimination or he doesn't want us to know how he feels until after the election."

More cutbacks due in Reagan agenda

Continued from Page 1

Programs for the poor have been so sharply reduced in Reagan's first term that there isn't much opportunity for further cuts. But "middle-class" entitlements —those you don't have to be poor to get —will come under fire," Fortune reports.

The Administration has already spelled out its prescription for Medicare, including higher charges to be paid by beneficiaries and tightened eligibility requirements. The Administration has also proposed to limit the tax-free health insurance benefits that workers could receive from employers.

But even with some hidden tax increases, deficit reduction in a second Reagan Administration would be mostly rhetoric.

If in addition to a Reagan election victory, the Republicans kept the Senate and scored gains in the House, the Fortune article suggests that "Congress would have a hard time resisting new Reagan initiatives."

For organizing

Steelworkers target high-tech industries

Cleveland—The Steelworkers are looking to new organizing opportunities in high-tech growth industries to replenish membership ranks decimated by the Reagan recession and the industry's shrinking workforce.

Delegates to the USWA's 22nd biennial convention adopted a "future directions" report that proposes to make the union's 23 geographic districts the focus for a largely decentralized organizing thrust.

It looks to expansion both within the USWA's traditional targets, such as smaller "mini-mills" and unorganized can plants, and to groups of other unorganized workers in areas where the union has substantial membership.

The study on which the report was based had been initiated by the late Lloyd McBride and carried on by his successor as USWA president, Lynn Williams.

More than 3,100 delegates, meeting in the city where the union held its first constitutional convention in 1942, represent some one million members—but more than 200,000 of them are still on layoff.

The immediate goal for the union, Williams told the delegates in his keynote address, is to make sure that the membership understands the relationship between bargaining results and election results.

Reagan's rejection

Shortly before the convention opened, President Reagan rejected the recommendations of the U.S. International Trade Commission for a combination of quotas and tariffs on subsidized steel imports that have been wiping out U.S. jobs.

It was a constant theme of speakers during the convention's opening days, echoing Williams's urging that the "all-important" task until Election Day is the defeat of Reagan.

Delegates welcomed Mondale with a sea of placards and repeatedly broke into his speech with ovations.

Reagan "turned his back" on the steel industry and its workers, despite his 1980 campaign promises of help, Mondale reminded the delegates. "He forgot you; now it's your turn to forget him."

His own proposals for the industry, Mondale said, would restrict imports to 17 percent of the domestic market for a five-year period in exchange for a management and union commitment to recycle profits into new plants and hold down prices.

Earlier, AFL-CIO President Lane Kirkland ripped into the Reagan record and suggested that the President was testing "the limits of the public's gullibility."

Reagan is ducking issues and treating the public "to a happy-hour binge," hoping that the hangover can be put off until after the election, Kirkland suggested.

Williams told the delegates that Reagan policies had left "a terrible hurt in this land." In the October debates, he predicted, "Americans will find out that Ronald Reagan can run, but he can't hide."

The future directions report proposed greater local level involvement in the union's political education role as well as in organizing. It looks also to new techniques and technologies for more effective data banks, opinion surveys, direct mail campaigns, training for voter registration drives, phone bank utilization, fund-raising seminars and expanded participation of retired members.

In the organizing area, the report proposes the development in each USWA district of a two-year plan, setting forth potential organizing targets and detailing the resources needed. A specialized staff at the Pittsburgh headquarters would develop organizing materials and train teams of district organizers.

McBride honored

The convention paid tribute to McBride with a commemorative resolution and film highlights of his career.

Delegates also responded generously with a collection in support of the Phelps Dodge copper strikers, after hearing from retired USWA President I. W. Abel and Angel Rodriguez, president of Local 616 in Morenci, Ariz.

Speakers in the first two days of the convention included Urban League President John Jacob, who termed jobs "the single, central, burning issue in 1984." Unemployment kills people and destroys families, he said.

Ohio Gov. Richard Celeste and other state officials welcomed the delegates. Celeste termed Reagan's refusal to approve import quotas "the white flag of surrender" for American jobs and industry.

ILA's Gleason backs Reagan-Bush ticket

New York — Longshoremen's President Thomas W. Gleason has announced "on behalf of the ILA" an endorsement of President Reagan and Vice President Bush for re-election.

Gleason said Reagan's first-term record has earned him "the opportunity to continue."

AFL-CIO charter is presented to President Henry Nicholas and other officers of the 65,000-member Hospital & Health Care Employees by Federation President Lane Kirkland and Sec.-Treas. Thomas R. Donahue.

Federation issues charter to Health Care Employees

The National Union of Hospital & Health Care Employees received its charter as an AFL-CIO affiliate and declared a priority goal of organizing health care workers in every part of the country.

"Our job is to organize the unorganized," President Henry Nicholas said, "help them win salaries and working conditions in keeping with the vital work they do," and strive to make "decent patient care available to all Americans."

AFL-CIO President Lane Kirkland presented the charter to officers of the federation's newest affiliate, to take effect Oct. 1.

The Hospital Employees had been a division of the Retail, Wholesale & Dept. Store Union, but the parent union endorsed the charter application as part of an agreement resolving internal differences.

The outcome is that the largest segment of the hospital and health care division—the big New York City area District 1199—will remain with the RWDSU. That's the union which recently ended a 47-day strike with contract gains for about 50,000 workers.

Some confusion is inevitable since the new union's membership across the country—it reports some 65,000 workers in 22 states—is in districts that are offshoots of the original 1199. They have designations such as 1199C in Philadelphia, 1199E in Baltimore and 1199/New England.

In addition to Nicholas, the top officers of the new Hospital & Health Care Employees are Sec.-Treas. Jerry Brown, Executive Vice President Bob Muehlenkamp, Executive Sec. Donna Ford, and Beatrice Crockett-Moore, who was recently named secretary to replace Doris Turner after the New York district chose to stay with the RWDSU. Turner is president of RWDSU District 1199 and had been secretary of the national division.

The newly chartered union will continue to keep its headquarters in New York City.

Organizational asset

RWDSU President Alvin E. Heaps, who is an AFL-CIO vice president, recommended the issuance of a charter at the May meeting of the Executive Council, and it was unanimously approved. Heaps predicted at the time that the new affiliate would be "an organizational asset to the AFL-CIO."

A number of AFL-CIO affiliates bargain for hospital and nursing home workers, who represent one of the growth areas of union organizing. The RWDSU's entrance into this field began when its Local 1199 used its base among New York City pharmacists and drug store employees to launch an organizing campaign among low-paid workers in the city's non-profit "voluntary" hospitals.

An RWDSU Hospital Workers Organizing Committee was set up in 1968 and the national union was formed as an RWDSU division in 1971.

Following the leaders

As the split between the original District 1199 and the national division deepened, members in both categories indicated support of the positions taken by their leadership. Turner and her entire slate of 1199 officers in New York were decisively re-elected. And a recent referendum among members of the new national union supported the new constitution and a per capita structure to fund it.

Nicholas said the Oct. 1 date marking the official chartering of the Hospital & Health Care Employees will find the union's members in cities across the country protesting Reagan Administration cutbacks that have affected Medicare and Medicaid, reduced special programs for pregnancy and infant care, eliminated mental health facilities, and forced layoffs that led to understaffing and reduced quality of patient care.

Michigan stalls balanced-budget drive

Lansing, Mich. — The right-wing drive to add a balanced-budget amendment to the U.S. Constitution stalled in Michigan, and the State AFL-CIO praised legislators who stood up against pressure and "struck a blow for sanity."

A 55-46 vote in the state House of Representatives thwarted an attempt to pry out of committee a resolution requiring the convening of a national constitutional convention unless Congress adopts a balanced-budget amendment and sends it to the states for ratification.

Thirty-two of a required 34 states have passed such resolutions since 1975. If Michigan had become the 33rd state, there would have been heavy pressure on Congress to go along with the amendment rather than risk the uncharted course of a constitutional convention.

In Michigan, the Senate last April approved the constitutional convention resolution by a 23-15 vote—not coincidentally after two successful recall elections targeting Democrats who had supported a tax increase had switched party control to the Republicans.

Democrats control the Michigan House and have a 5-4 majority on the committee with jurisdiction over the constitutional amendment resolution. But there were Democratic defectors on the issue, including a committee member whose vote could tilt the issue.

A Republican legislator, Ruth McNamee, defied a vote by the House Republican caucus instructing her to support the resolution and a phone call from a White House aide. Her vote made it 5-4 against the resolution.

"I realized I don't want the Constitution tampered with," she said in an explanation.

Discharge notion

There was one more hurdle before the legislature adjourned until after the elections—a motion in the House to discharge the committee from consideration of the resolution and bring it to a vote. The motion was beaten, 55-46.

The Michigan defeat eased the pressure in Congress, where the Senate Judiciary Committee has approved a balanced-budget amendment. But even among Republicans, there is little enthusiasm for it except as an election-year ploy to defuse Democratic attacks on President Reagan's huge budget deficits.

The committee-approved measure would require a balanced budget in peacetime, unless three-fifths of the House and Senate approve an exception, and would limit any tax increases to the rate of economic growth over the previous year.

In a letter to senators, AFL-CIO Legislative Director Ray Denison warned against imposing "unworkable constitutional restraints which are unnecessary for the governance of our society."

The Constitution was established as "a framework for enduring government," he stressed, and the rigid limitations of the balanced budget amendment don't belong there.

In the House, a petition to take the proposed amendment away from the Judiciary Committee and bring it to a floor vote failed to muster the majority needed.

In his presidential campaigning, Reagan has frequently castigated congressional Democrats for blocking action on the balanced-budget amendment. House Speaker Thomas P. O'Neill, Jr., retorted to the most recent White House blast by noting that the budget deficit would be even higher than it is if Congress had adopted intact the the budget that President Reagan submitted this year.

Union Label's Ornburn to close 50-year career

Paul Ornburn, national representative of the AFL-CIO Union Label & Service Trades Dept. will retire Oct. 1 after 50 years of service to the trade union movement.

Ornburn, 69, joined the AFL department in 1934 as a clerk, and over the years held a variety of posts, including responsibility for organizing many of the department's local councils. He also has played a role in all 39 of the national AFL-CIO Union-Industries Shows produced by the department since 1938.

Average family worse off after Reagan tax cuts

A new study by the AFL-CIO Public Employee Dept. offers conclusive evidence that the average American taxpayer is worse off today than when President Reagan took office nearly four years ago.

The study, titled "In Search of the Reagan Tax Cut," is a survey of changes in the total tax burden paid by median-income families in 20 cities between 1980 and 1984. It makes the case that Reagan's so-called across-the-board cut in personal income taxes was neither across-the-board nor a tax cut for the vast majority of working Americans.

"In fact, almost half the cut went to big business and the wealthiest 5 or 10 percent of the population," PED President Kenneth T. Blaylock charged in announcing the report's findings.

The study confirms and updates the findings of a 1983 PED survey in the same communities. Median-income families continued to see their total tax liability go up between 1980 and 1984. The increases, ranging from $10 in Tampa, Fla., to $555 in Fargo, N.D., were registered in 16 of the 20 cities studied.

Offsetting taxes

For these families, increases in state and local taxes plus higher social security and gasoline taxes at the federal level more than offset whatever benefit they had received from the Reagan tax cut.

"The shift in program funding responsibility from the federal government to states and localities is the true Trojan Horse of the Reagan presidency," the study observes.

"The federal tax cut characterized by the President as 'the people's tax cut' has been anything but that. Instead, it has been a vehicle whereby higher state and local taxes have been substituted for revenue formerly collected from a progressive federal income tax.

"The cornerstone of the unfairness of the Reagan presidency may be found in his tax policies."

Reduced costs

Of the 20 cities surveyed, only Los Angeles, Houston, New York, and Minneapolis had tax declines and these were due to changes in assessment of property, property tax credits, or, in the case of Los Angeles, indexation of local taxes.

The other cities in the survey are Tampa, Atlanta, Chicago, Seattle, Indianapolis, Detroit, Kansas City, Omaha, Cincinnati, Milwaukee, Jackson, Miss., Newark, N.J., Fargo, N.D., Portland, Ore., Burlington, Vt., and Charleston, W.Va.

The fact that almost half the Reagan tax cut benefited big business and the rich demonstrates his opposition to fair and equitable taxation through a progressive tax system based on the ability to pay, the study charged in a foreword.

"Rather, the Administration favors an entirely regressive tax system falling most heavily on average working Americans. Thus, it has called for taxes on workers' health insurance benefits, tuition tax credits, new excise taxes on gasoline, and tax credits for employers instead of unemployment insurance for employees.

"In addition, a major overhaul of the tax structure to shift the burden entirely onto consumers and workers is being studied by the Reagan Treasury Dept., which has promised to unveil its findings after the election."

The Reagan tax cut led directly to higher state and local taxes, the study points out. State and local tax increases became necessary when the Administration's huge corporate and personal income tax cuts combined with a too-rapid military build-up to create record-breaking federal deficits.

These deficits, which together with the Federal Reserve Board's tight-money policies produced a severe economic recession, were used to justify drastic cuts in federal assistance to state and local governments.

"This loss of federal aid, along with revenue shortfalls brought on by the Reagan recession, forced most states and localities into an untenable fiscal position," the study observes. "Thus, even minimally compassionate governmental bodies were forced to do what no government wants—that is, to raise taxes."

Snapshot method

In the survey, PED took a "snapshot" of the combined tax bill paid by median-income families in each of the cities. Taxes included major federal, state and local taxes, including water and sewerage charges. For each level of government, the percentage of family income represented by the taxes paid to it was calculated.

As an example, a median-income family in Indianapolis had total family income of $21,303 in 1980, with a total state and local tax bill of $1,880. This amount represented 8.83 percent of the family's income.

In 1984, the same family had total income of $25,932. Total state and local taxes, however, jumped to $2,891, or 11.15 percent of family income.

If 1984 taxes still represented only 8.83 percent of family income, PED observed, then the total bill would have come to $2,289. The difference, $602, represents the net state and local tax increase for this family between 1980 and 1984. After factoring in the federal tax cut, the family still had a net tax increase of $362.

Top cities

The largest increases in the survey were reported in Portland, $555; Seattle, $535; Atlanta, $511, and Omaha, $373.

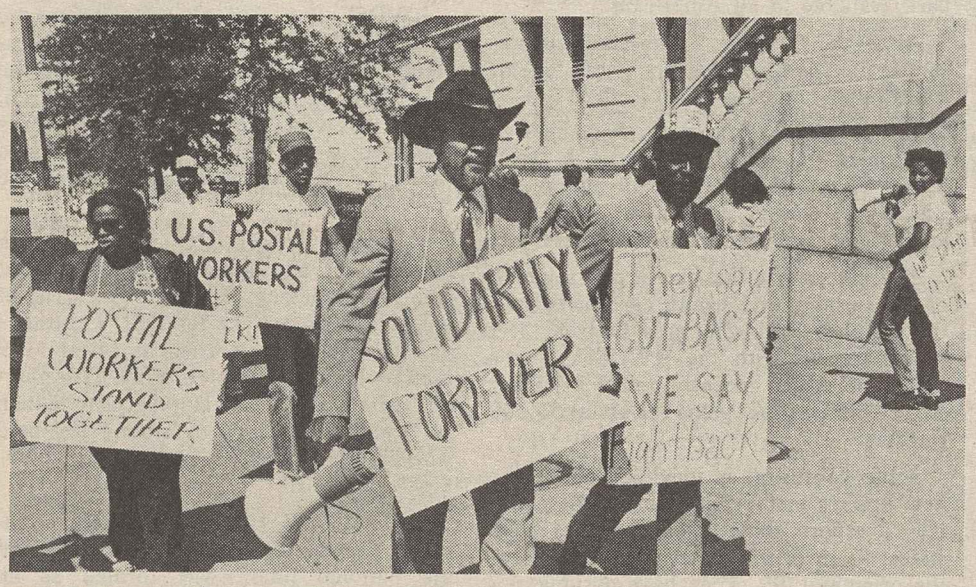
In a conclusion, the PED report anticipates the Administration's response to its findings:

"Taxpayers are better off today, they will say, than they could have been in the absence of any tax cut at all. But that line of reasoning really misses the point.

"The debate at the fedeal level at the beginning of the Reagan presidency was not so much about whether or not there should be a tax cut as it was about how big and what kind of tax cut there should be.

"A different budget could have produced a tax cut targeted toward lower- and middle-income groups and still avoided huge reductions in aid to state and local governments.

"This, incidentally, has been the sort of budget advocated by the AFL-CIO in every year of the Reagan presidency. If such a budget had in fact been adopted, then working Americans would indeed be better off today."



Delivering the message

Postal Workers protest Postal Service demands in stalled contract talks at a march outside the main post office in Washington. Negotiations are stymied by Postmaster Gen. William Bolger's refusal to come to the bargaining table. Bolger and Chairman John McKean of the USPS board of governors were grilled on Postal Service operations and their role in the impasse by two House subcommittees. APWU, Letter Carriers, Mail Handlers and unaffiliated Rural Letter Carriers are resisting management demands for a wage freeze and lower pay scales for new hires. The dispute is scheduled to go to arbitration Oct. 19.

'Talk sense' strategy building new momentum for Mondale

Continued from Page 1

A week earlier, planned heckling by right-wing students at the University of Southern California sought to drown out Mondale's speech. At the Houston college, where most of the students are children of workers, there were no hecklers, Mondale noted with a grin.

Democratic ranks continued to close behind the presidential ticket. Jesse Jackson brought missionary zeal to a voter registration campaign in Maryland, rebuking apathy and political division among Democrats. Sen. Gary Hart introduced Mondale in his George Washington University speech and Sen. John Glenn has introduced him in Ohio appearances.

Wherever Geraldine Ferraro has campaigned, she has drawn local political figures to her side, welcoming the opportunity to be identified with her campaign. In Chicago, she brought gingerly into embrace the two feuding figures of Democratic politics—Mayor Harold Washington and Cook County Chairman Edward Vrdolyak.

Sometimes her path has come close to crossing that of Vice President Bush, and the contrast has been revealing.

Bush, speaking at well-secured auditoriums, told Republican rallies that "America is back. America is standing tall."

In a state with unemployment still at recession levels, Bush suggested that nevertheless, "Ohio seems very upbeat about the recovery."

Ferraro, at an open-air rally in Youngstown, found nothing for the Reagan Administration to boast about in the spectacle of closed plants and jobless workers. "Almost one-third of the people in Youngstown are out of work," she said. "Something is terribly wrong." And she made clear that Walter Mondale and Geraldine Ferraro intend to do something about it.

Federation expresses outrage over killings in South Africa

The AFL-CIO voiced its outrage at the killings of more than 50 unarmed blacks, by South African police and called on the Botha government to open a dialogue with the country's black majority before things get worse.

The deaths occurred when the police attacked peaceful black demonstrations and marches protesting higher rents, increases in electricity charges, and inadequate and inferior black schooling.

The protests coincided with the introduction of a new constitution which excludes the country's 75-percent black majority from the tricameral parliament.

Pieter W. Botha, former prime minister, was unopposed in his election as executive president by the new parliament, which has a separate house for whites, mixed races and Indian South Africans.

Opposing apartheid

In a statement, the AFL-CIO also condemned the detentions and arrests of black leaders whose sole "offense" was their unrelenting opposition to the discredited system of apartheid, or racial segregation.

"Furthermore, these activties are impeding the development of the new emerging unions in South Africa," the federation stressed.

"Thirty-six years after it was proclaimed, apartheid remains a failed, repugnant system that serves only as an instrument of suppression and coercion of the blacks in their long struggle for human rights and equality."

The police attacks occurred in the Vaal Triangle townships of Sharpeville, Avaton and Vereeniging, scene of other riots and police brutality over the years. The worst of it was in Sharpeville where 69 people were killed by police in 1969.

The AFL-CIO's protest over the latest killings followed similar expressions of outrage from other free world unions. In a cable to the South African government, Sec.-Gen. John Vandeveken of the International Confederation of Free Trade Unions in Brussels said the organization was "stunned" by the callous shootings.

"The ICFTU expresses horror at and protests against the provocative use of live bullets by the South African police on unarmed people under the pretext of dispersing the so-called rioters," Vanderveken said.

"Such incidents could easily be avoided if the South African authorities heeded the genuine demands of the black majority people in the face of rent increases, bus fare increases, and high levels of direct taxation instead of hiding itself behind the facade of constitutional changes which exclude 75 percent of the people of South Africa."

In Sharpeville, the Johannesburg Star reported, people were hacked to death and burnt alive while others were shot dead by police during the demonstrations. Reports estimated that about 250 people were injured. Women and children were among the dead.

The AFL-CIO pointed out that except for the prompt action of a black churchman who broke ranks and carried a white flag opening up a dialogue between the two sides, the massacre might have rivaled that of the infamous Sharpeville killings of 1969.

"The South African government should follow the example set by this courageous man and open up a dialogue between white South Africa and its fellow black South Africans," the federation declared.

"History shows that no people ever give up the struggle for freedom. The black majority in South Africa will never give up its struggle for full equality and freedom."

Disneyland workers bar pay freeze, launch strike

Anaheim, Calif. — Some 1,800 workers went on strike at Disneyland after voting down a contract proposal calling for a two-year wage freeze.

The workers — janitors, ride operators, ticket sellers, ticket takers, retail clerks and candymakers—belong to five unions: the Bakery & Confectionery Workers, Hotel Employees & Restaurant Employees, Service Employees, Food & Commercial Workers, and the unaffiliated Teamsters.

The decision to strike the amusement park came a week after nearly 97 percent of the workers rejected a management plan that included a three-year wage freeze.

Convention action

IUE backs dues hike to bolster programs

Pittsburgh — The Electronics Workers convention voted to strengthen programs for IUE members that would be funded through a dues increase unanimously endorsed by delegates.

A special rank-and-file committee set up by the union's 1982 convention to examine local wage structures and the IUE financial situation, proposed raising minimum dues by $2.50 to $15.38 a month. Locals whose average wage scale is less than $7 an hour would be exempt from the higher dues structure.

The convention recommendation now goes to a vote of IUE local unions. If approved, the increase would go into effect next Jan. 1.

Describing the need for the increase, IUE President William H. Bywater told delegates: "We're not a business union. We're a union that really has a heart, a union that wants to protect its membership and organize the unorganized."

Sec.-Treas. Edward L. Fire told delegates the dues program, embodied in a series of constitutional amendments, was the most critical issue they faced since it would determine the quality of the union's future.

An address by Mondale's wife, Joan, was greeted by boisterous applause from delegates who unanimously adopted a resolution endorsing the Mondale-Ferraro ticket. Delegates also signed a voluntary pledge to register union voters and work for the election of the Democratic presidential ticket.

Reagan blasted

In his address to delegates, AFL-CIO President Lane Kirkland branded President President Reagan's economic policies "crackpot theories of the radical right."

Kirkland charged that Reagan "has gone on a happy-hour binge," telling the American people that everything is wonderful.

"He has tinkered with President Lincoln's famous motto and made it: 'If you can fool some of the people all of the time and all of the people some of the time, those are damned good odds,'" Kirkland said.

Other speakers at the four-day convention included Rep. William Clay (D-Mo.), chairman of the House Subcommittee on Labor-Management Relations, and Judy Goldsmith, president of the National Organization for Women.

The Kennedy-King Human Rights award was presented by AFL-CIO Civil Rights Director William Pollard to District 2 and was accepted by Peter diCicco, president of the New England region.

At the traditional IUE women's breakfast, President Joyce Miller of the Coalition of Labor Union Women stressed: "Somebody should tell President Reagan that women are not working for pin money. Pin money may be the size of our paycheck, but that is not why we are working."

Delegates adopted a series of resolutions that addressed the issues of plant closings, robotics and new technology, replacement of strikers with scabs, and support of the 24,000 IUE members currently in negotiations with General Motors Corp.

The convention reaffirmed support for federal and state plant closing legislation that would require employers to give at least two years' notice to workers and their communities before shutting down. The proposed legislation would provide assistance to businesses and communities threatened with dislocation and require employers to make income maintenance payments and continue health insurance coverage to workers who lose their jobs.

Tariff equity

Delegates renewed a call for repeal of existing tariff regulations that allow American corporations to assemble goods outside the United States without paying fair import duties.

Another key resolution urged an amendment to the National Labor Relations Act that would exclude individuals who replace striking employees from the definition of "employee" under the Act. The intent is to reverse the trend of employers permanently replacing economic strikers.

The delegates recommended constitutional changes that would give the IUE executive board the authority to ask locals with less than 25 active members over a six-month period to vote on a merger with a sister local, and a change in the retirement age of union staff from 65 to 70, bringing IUE policy into conformity with federal regulations on mandatory retirement.

Bywater and Fire were re-elected to new four-year terms.

Joan Mondale, wife of the Democratic presidential candidate, acknowledges unanimous endorsement of the Mondale-Ferraro ticket by Electronics Workers delegates. At right is IUE President William H. Bywater.

General Motors settlement supported by UAW council

Continued from Page 1

next six years to maintain the salary and benefits of workers laid off because of automation, increased production efficiency, and "outsourcing"—the industry term for subcontracting of work outside the company.

In a summary of the highlights of the contract, the union said the company also pledged up to $100 million to establish new lines of business, or new companies, to employ displaced workers.

The company said it would "use its best efforts to replace jobs which may be lost by outsourcing action, and to create, where feasible, new prospects for growth."

Job security was the union's No. 1 goal this year. Bieber said the new pact goes a long way in meeting that goal through "innovative" means of preserving jobs.

Under a new wage formula, active GM workers would receive immediate hourly increases ranging from 9 to 50 cents, or from 1 to slightly over 3.5 percent, depending on the individual worker's skill level. For most assembly line workers, the raise would average 2.25 percent.

Lump sum payments averaging $700 in the second year of the pact and $725 in the third year would also amount to increases of about 2.25 percent annually.

In addition, workers would get an estimated $1,000 in profit-sharing for 1984, continued cost-of-living adjustments, and a $180 bonus on ratification of the accord.

Both Bieber and Ephlin agreed that the pact would be approved by GM workers. "It's a solid agreement," Bieber said. "I'm confident the rank-and-file will approve it overwhelmingly."

Bieber said the UAW would use the GM settlement as a pattern in talks with the Ford Motor Co. He also restated the union's intention to reopen contract talks with Chrysler Corp., even though its agreement with the company does not expire until September 1985.

Contract pattern

One of the UAW's goals, he said, is to restore the pattern of similar contracts with all three major automakers that prevailed before Chrysler's financial crisis in 1979.

During the week-long strike that preceded the GM settlement, some 92,000 workers at 17 GM plants left their jobs in support of the union's bargaining stance. They have since returned to work.

Meanwhile, the Electronics Workers continued their talks with GM on a new contract for some 24,000 workers at seven plants in Ohio, Mississippi, New York and New Jersey. IUE members are working under an extension of their old agreement.

GM earned a record $3.7 billion last year, and almost equaled that in the first half of this year, with a profit of $3.2 billion. Management voted itself hefty bonuses earlier this year.

Court finds sterilization rule not covered by job safety law

A federal appeals court ruled unanimously that American Cyanamid's "fetus protection" policy which required female workers to choose between sterilization or unemployment does not constitute a workplace hazard under the Occupational Safety & Health Act.

The ruling, by the U.S. Court of Appeals for the District of Columbia, upheld previous decisions by the Occupational Safety & Health Review Commission and by an administrative law judge of the Occcupational Safety & Health Administration.

The court case, brought by the Oil, Chemical & Atomic Workers against American Cyanamid, grew out of a policy laid down by the firm in early 1978 in which women of "childbearing capacity" were to be excluded from all departments where chemicals judged to be harmful to fetuses were being used.

The company advised its 30 female workers, members of OCAW Local 3-499, that women between ages 16 and 50 would be deemed to be of childbearing capacity and stressed that only seven jobs would be available in the plant for non-sterilized women after May 1978. Those who chose not to be sterilized would have to compete for those jobs or be fired.

Between February and July 1978, five women underwent surgical sterilization. The company, however, changed its policy to cover only the inorganic pigments department where workers were exposed to lead levels harmful to fetuses.

OSHA cited the firm for a "willful" violation of the Safety Act's general duty clause. The company's appeal was sustained by an administrative law judge and upheld by the OSHRC. The review commission ruled the citation failed to allege a violation cognizable under the act.

Outside pressures

It said the act covers only processes and materials that cause injury or disease by "operating directly upon employees as they engage in work or work-related activities. . . . An employee's decision to undergo sterilization in order to gain or retain employment grows out of economic or social factors which operate primarily outside of the workplace."

OCAW pointed out that because the act requires employers to furnish workers with "employment and a place of employment which are free from recognized hazards," the American Cyanamid policy "may be characterized as a hazard to female employees who opted for sterilization in order to remain in the inorganic pigments department."

The appellate court said the moral issues of the case are "of no small complexity," but added that its only task in the matter "is the mundane one of interpreting (the Act's) language and applying its policy."

American Cyanamid's sterilization policy was previously the subject of a sex discrimination suit filed under civil rights and equal opportunity laws. The firm, however, settled out of court with the women involved.

One big league

Members of the National Football League Players Association have lent support to the Air Line Pilots in that union's dispute with Continental Airlines. About 75 members of the NFLPA, including some of the league's top stars, signed a recent advertisement in the newspaper USA Today proclaiming that "NFL pros won't fly the New Continental."

Continental last year declared bankruptcy and canceled its collective bargaining contracts with the Pilots, Machinists and other unions.

"Many of the old pros have been locked out, and rookie captains and flight attendants have been hired at cut-rate wages to take their place," the ad noted. It said the pilots have since reported 152 safety compromising accidents involving Continental, and added:

"That's why the NFL pros won't fly the New Continental."

NFLPA President Gene Upshaw called the players' action an important demonstration that "unions will stick together." Putting it another way, no matter what position they play—or what their craft or trade or industry —union members are all in the same league.

Walter Pidgeon dies, headed Screen Actors

Santa Monica, Calif.—Veteran actor Walter Pidgeon, who was president of the Screen Actors from 1952 to 1957, died Sept. 25 at his home here after a series of strokes. He was 87.

Pidgeon appeared in more than 100 films, including his performance in the Oscar-winning movie Mrs. Miniver in 1942. A native of Canada, he started his show business career as a singer in Boston. He performed in vaudeville before going to Hollywood in 1926.

Pidgeon also had been a member of Actors' Equity and the Television & Radio Artists.

Newspaper Guild President Charles A. Perlik, Jr., is welcomed to the Graphics Communications Union convention by GCIU President Kenneth J. Brown, left, and Financial Sec. James J. Norton.

Printing trades unity

Graphic Union points for new merger effort

Miami—Consolidation of unions within the printing and publishing industry was the focus of the Graphic Communications Union convention as 1,210 delegates explored prospects of merging with the Typographical Union and Newspaper Guild.

GCIU President Kenneth J. Brown, in a report on behalf of the union's officers, said, "We have achieved the dream that union leaders and members in our industry have had for nearly a century, that is, to bring about unity . . . in the graphic communications industry."

The GCIU is a product of merger between the Graphic Arts Union and the Printing & Graphic Communications Union in July 1983. GAIU was formed from the merger of the Lithographers and Photoengravers unions in 1964 to form LPIU, which merged with the Bookbinders in 1972. The IP&GCU was formed from the merger of the Printing Pressmen and the Stereotypers in 1973.

Merger with the ITU and the Guild would complete GCIU's efforts to form "one large union" in the printing and publishing industry.

ITU action

ITU President Robert S. McMichen, in a message to GCIU delegates, reported that the ITU convention, held a week earlier, "authorized me to enter into early and substantive negotiations with the GCIU in the hope of reaching a fair and mutually beneficial merger agreement which would unite our two great international unions toward the oft-expressed desire for one big union in the printing and communications industry."

AFL-CIO Sec.-Treas. Thomas R. Donahue, who had spoken at the ITU convention, urged GCIU's delegates "to do everything you can to develop such a merger plan within the next few months."

Newspaper Guild President Charles A. Perlik, Jr., conveyed similar merger sentiments. "We stand ready with complete flexibility," he announced, "to play whatever role seems best calculated to be fruitful in bringing us together in closing the circle between us and the ITU."

Besides merger, key issues of organizing and political action dominated the convention.

GCIU President Emeritus Sol Fishko, former IP&GCU leader, zeroed in on the "policies and practices of the Reagan Administration" which "are so detrimental to our cause and our interests."

He urged the delegates to take home with them "one driving, compelling, all-consuming goal" to elect the Democratic presidential ticket of Walter Mondale and Geraldine Ferraro.

In a filmed message, Ferraro commended GCIU's merger as an example of labor's traditional "coalition building and fair representation." She told the delegates, "in Fritz Mondale and Gerry Ferraro, America's unions have friends they can trust."

Delegates condemned Reagan economic policies as loaded with "inequities, selfishness and disastrous consequences," criticizing its Labor Dept. as "anti-worker" and underscoring the pro-business leanings of its National Labor Relations Board.

The delegates also responded with a collection of nearly $10,000 for the union's political education fund, and more than 400 locals enrolled in the AFL-CIO's one-on-one voter registration campaign aimed at signing up union members.

Organizing effort

Devoting a convention session, plus a special workshop, to organizing, the delegates learned how the union's realigned organizing department with full-time staff in 12 regions across the country can aid local organizing drives.

Resolutions adopted by the delegates:

- Committed the GCIU to work with the AFL-CIO and its Industrial Union Dept. to formulate legislative initiatives to rebuild U.S. industry, create jobs for youth, and retrain the unemployed.
- Pledged to continue lobbying aggressively for a permanent retention of the manufacturing clause of the Copyright Act to combat the threat of exporting 367,000 U.S. jobs in the printing and allied trades.
- Called for arms control negotiations between the U.S. and Soviet Union.
- Condemned the Administration's policies in Central America as "mistaken, immoral and counterproductive."

Other resolutions endorsed passage of the Equal Rights Amendment; backed national health care for all Americans while blasting Reagan's "mean-spirited" cuts in health care for the elderly and assailing legislators who have supported cuts in the nation's social security system.

Unions press for protections in sale of Conrail by Congress

In the wake of a Dept. of Transportation announcement narrowing the field of bidders to purchase Conrail, unions representing Conrail workers said any final deal on the federal freight carrier will have to protect employees' interests.

Transportation Sec. Elizabeth Hanford Dole said prospective purchasers of Conrail had been reduced from 13 bidders to three: the Allegany Corp., Norfolk Southern Corp. and an investment group led by hotel executive J. Willard Marriott and members of the Bass family of Fort Worth, Tex.

Among bids cut out of the anticipated sale by the DOT announcement was one by Conrail's 39,000 employees, represented by the Railway Labor Executives' Association.

Dole said she has asked the Justice Dept. and Treasury Dept. to review the three bids before she makes any recommendation to Congress on the sale. She said the "three principal criteria" in choosing the final offer will be which bid would put the railroad in the strongest financial condition, best preserve service and provide maximum return to the taxpayer.

However, RLEA Chairman Fred A. Hardin, president of the United Transportation Union, said, "there is every good reason to believe" that the successful bid would include the employees' proposal and "would ensure the employees' interests in an absolute continuation of the railroad."

Railway & Airline Clerks President Richard I. Kilroy said, "The stake of the union employees is clear, unmistakable and not to be ignored in the eventual disposition of Conrail."

Pay below par

The unions and Conrail management reached a 39-month agreement in 1981 which included 12 percent wage deferrals that left pay levels at Conrail "substantially below that in other major railroads," Kilroy said.

"With Conrail now a healthy and profitable property, BRAC's position is explicit that this wage level must be remedied in the arrangements that return Conrail to private ownership," Kilroy said.

Employees also own a 15 percent share of Conrail purchased under an employee stock option plan set up in 1978.

Since Conrail was created in 1976 from the bankrupt Penn Central and five other railroads, Congress has invested about $7.6 billion in the freight system.

Conrail now has an estimated net worth of $5.7 billion, including physical plant, rolling stock and other assets. With projected net profits of $400 million in 1984 and about $3 billion in depreciable assets, the railroad is expected to be nearly debt-free after transfer to the private sector.

Bids by the current contenders hover in the area of $1 billion in cash, another billion from the surrender of investment tax credits and operating loss carryovers, plus any reimbursement to employees for stock and wage deferrals that remains to be worked out through negotiations.

UFCW cites 23% gain in organizing over '83

The Food & Commercial Workers organized 23 percent more workers in the first half of 1984 than in the same period last year, UFCW President William H. Wynn reported.

Nearly three times as many professional, finance, health care, insurance, footwear and packinghouse workers joined the UFCW in the first six months of 1984 as in the same period in 1983, the union said.

Overall, 25,044 workers voted to be represented by the UFCW through June of this year, or 22.9 percent more than the year before.

Wynn credited part of the surge to the "anti-worker policies of the Reagan Administration" which have caused "more and more workers to realize that sticking together is the only way they can get fair wages and decent working conditions."

Wynn also charged that the National Labor Relations Board had been "destroyed" under this Administration.

Surge in prices sends real wages into sharp decline

Continued from Page 1

A companion index, the Consumer Price Index for All-Urban Consumers (CPI-U) rose five-tenths of 1 percent. The difference between the two indexes reflects the fact that CPI-W uses house prices and mortgage interest rates in its housing component while CPI-U uses a rental equivalent. CPI-W is the basis for most cost-of-living adjustments in union wage contracts and some federal transfer payments.

Over the year, CPI-W was up 3.6 percent. Over the three months ended in August, however, the index rose at an annual rate of 5.9 percent, suggesting a gradual intensification of inflation. One important factor is a firming of energy prices, with gasoline falling less in August than in the two preceding months and electricity and natural gas prices rising sharply for the second consecutive month.

Food prices increased seven-tenths of 1 percent in August, with prices for fruits and vegetables jumping 3.5 percent. Meat, poultry, fish and eggs as a group advanced seven-tenths of 1 percent after three months of decline.

A 2.8-percent rise in homeownership costs reflected a 3.5-percent increase in mortgage interest rates and a 1.7-percent advance in home purchase prices. Rents rose five-tenths of 1 percent. Compared with a year earlier, home-ownership costs were up 2.1 percent and rents 5.3 percent.

Clothing costs spurted 1.8 percent, following a rise of eight-tenths of 1 percent in July. The August rise was the largest monthly increase since March 1980.

New car prices rose four-tenths of 1 percent and used car prices fell four-tenths of a percent. There was a large rise for auto finance charges over the month.

Medical care costs advanced moderately, three-tenths of 1 percent. There was a surprising rise of eight-tenths of 1 percent in house furnishings, an item which has shown little or no upward movement for some time.

Schedule of Studies Center courses

The George Meany Center for Labor Studies will offer seven institutes and workshops during October and November. The schedule:

Containing Health Care Costs, Oct. 9-12—A conference on how to protect union members from increasing health-care costs. Approaches include collective bargaining, community coalitions, negotiating with insurers and health care providers and the role of the federal government.

Use of Micro Computers in Negotiations, Oct. 22-26—An introduction to small computers, introduction to word processing for contract revisions and using outside data bases.

Organizing II, Oct. 28-Nov. 2—An advanced class in selecting and carrying out organizing strategies, training organizing committees and dealing with the employer's anti-union offensive.

Computers for Local Unions, Nov. 18-21—A briefing for union officers before purchase of computers for their unions.

In-house Opinion Polling, Nov. 18-21—A workshop on preparing written and telephone questionnaires, training volunteer pollsters and evaluating the results.

Organizing Techniques I, Nov. 25-30—A review of the mechanics of an organizing campaign with video-taping of participants in action.

New Staff, Nov. 25-Dec. 7—A two-week program to help newly elected union officers and newly appointed staff members make the transition from on-the-job activists to full-time union representatives.

AFL-CIO unions using the center's facilities for their own leadership training programs include Food & Commercial Workers, Oct. 9-12; Carpenters, Oct. 14-19; Asbestos Workers, Oct. 15 and 22; Communications Workers, Oct. 16-19; CWA Editors, Oct. 14-19; Teachers, Oct. 24-26; Railway & Airline Clerks, Oct. 28-Nov. 2.

The American Institute for Free Labor Development will bring 40 trade unionists from Latin America to the campus Oct. 7 for five weeks of labor studies.

More information about these or other labor studies classes is available from Fred K. Hoehler, Jr., George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903; telephone: 301/431-6400.

EDITORIALS

About Our Values

Walter F. Mondale talked to students of George Washington University on Sept. 25 about values and commitment. These are some of the things he said:

IT'S NO SECRET that I'm the underdog in this race. And when a candidate gets behind, he gets a lot of advice.

I have been advised to ignore issues, to choose slogans over substance. My answer is no. There is a big distance between Pennsylvania Ave. and Madison Ave. And there ought to be a big difference between a presidential election and a pep rally.

I have been counseled to cut loose from my history, to desert the forgotten Americans I have always fought for. My answer is no. I would rather lose a race about decency than win one about self-interest. I would rather fight for the heart and soul of America than fight for the bonuses of the Fortune 500.

You are said to be self-content, materialistic and devoid of social commitment. You are supposed to have no sense of history. You are accused of having an attention span no longer than a television commercial.

That's quite an indictment. I don't believe it. But suppose some people did.

Imagine a presidential campaign based on those assumptions about your generation.

Believing you to be selfish, they would pander to your supposed greed. Their message would be: Be glad for what you have—and be blind to those who have little.

Their message would be all sizzle and no substance; all happy-talk and no straight talk; all blue skies and no blueprint; all television and no vision.

I do not know which is worse: the emptiness of such a campaign or the cynicism about the American people that it implies. I do not know which is more damning: their contempt for the issues or their condescension toward our people.

THIS ELECTION is not about jellybeans and pen pals. It is about toxic dumps that give cancer to our children. This election is not about country music and birthday cakes. It is about old people who can't pay for medicine. This election is not about the Olympic torch. It is about the civil rights laws that opened athletics to women and minorities who won those gold medals.

This election is not about sending a teacher into space. It is about improving teaching and learning here on Earth. This election is not about the size of my opponent's crowds. It is about the size of his deficits. This election is not about Republicans sending hecklers to my rallies. It is about Jerry Falwell picking justices for the Supreme Court.

This election is about our values.

Today, millions of American children are born in poverty. Many go to school hungry. Many don't learn to read and don't learn to hope. And nearly everything we've done as a nation to help those children has been cut back by this Administration.

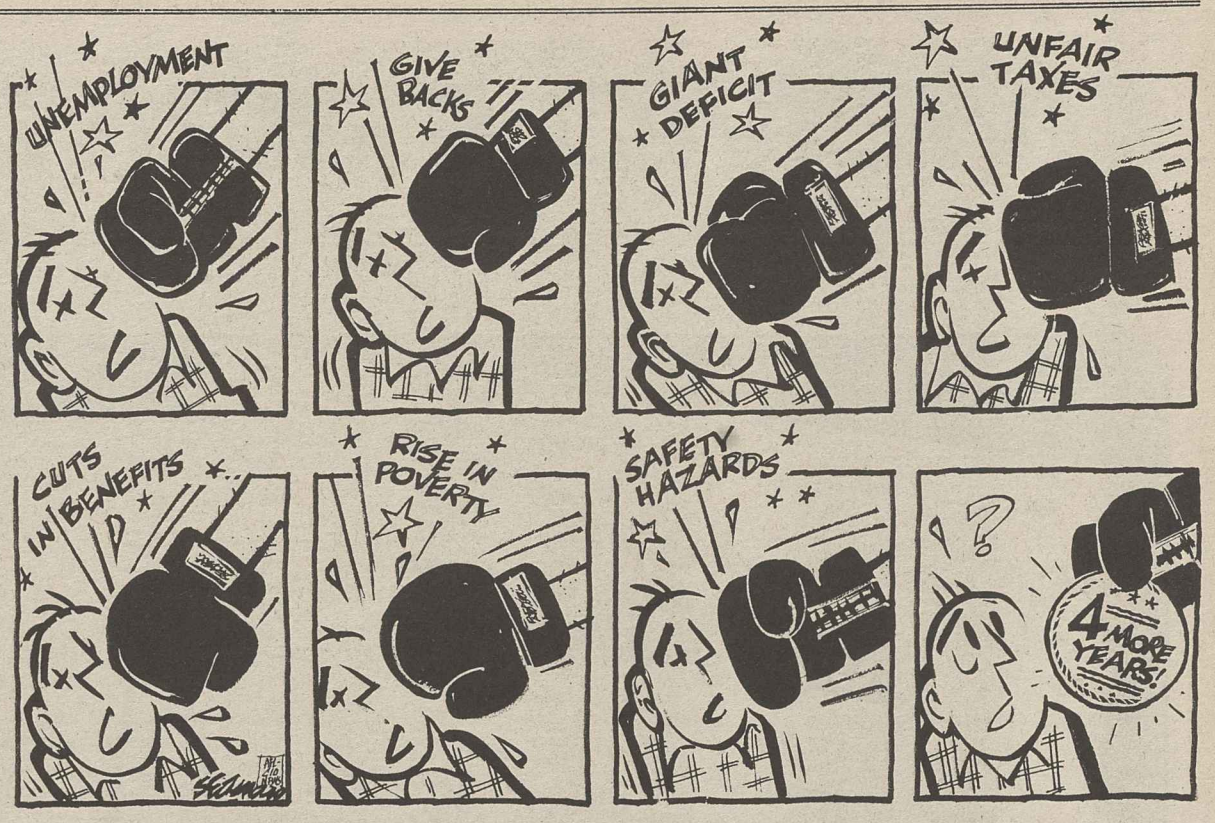
There are Americans roaming the streets and sleeping on grates, bag women and broken men—and thousands of them plunged into that tragedy because this Administration threw them off the disability rolls.

OUR COUNTRY is peddling guns around the world. The African drought has brought massive starvation, but this Administration is shipping them less food and more weapons.

The Republicans say they're for family values. But families don't disown their weaker children. What would we think of parents who taught their kids to think only of themselves and not to care for their brothers and sisters? What would we say about parents who lived in high style and left their children in debt as a result?

In this campaign, I will do everything I can to focus our nation on these questions, whatever the political consequences. It must never be said that in 1984 we did not know what we were doing.

I won't permit this crowd to steal the future from our children without a struggle. They have a right to ask for your vote. But I'll be damned if I'll let them take away our conscience.



Washington Window

Benefits outweigh costs of anti-poverty programs

By Press Associates, Inc.

Public programs to help the poor and disadvantaged waste taxpayers' money. The anti-poverty programs launched in the 1960s have done little to help people and may even do harm by causing dependence. Right?

That's what President Reagan thinks and it's wrong. Berating poverty programs has long been a favorite pastime of conservative politicians and propagandists. Reagan, who portrays government as the problem rather than a potential problem-solver, claims the War on Poverty made things worse for the poor.

President Reagan led the budgetary assault on the whole spectrum of social programs, claiming all the while that the poor haven't been hurt by the cuts.

But those who believe that social programs don't work should examine the recently released results of a 22-year study of the effects of a preschool education program in Ypsilanti, Mich., on the lives of its disadvantaged participants.

The landmark study, beginning in 1962, followed the lives of 123 children from poor families, many headed by single parents on welfare. Few of the parents had graduated from high school.

Preschool training

Half the children in the study were given a year or two of high-quality preschool education beginning at age three. The program emphasized active learning and problem-solving, and included teacher visits to the home. The other group of children didn't participate in the program, but followed the traditional path of schooling.

Today, the children are over 20 years old, and the contrasts between the two groups are dramatic, according to the study, which was funded by foundation and government grants and titled "Changed Lives."

Looking at just the cost-benefit results, the program paid off for society as well as the participants. The reduction in crime alone saved society an average $3,100 on each person in the preschool group. This doesn't even include the savings from less welfare use, lesser needs for remedial education, and the taxes which jobholders pay.

The study's major findings included:

- Two out of three of the young people in the preschool group graduated from high school, while only half in the no-preschool group graduated.
- On a test of functional competence at age 19, 61 percent of the preschool group scored average or above average while only 38 percent of the other group did this well.
- The 38 percent rate of enrollment in post-secondary education for the preschool group was nearly double the rate for the other group.

Intelligence results

- Only 15 percent of the preschool group were classified at some time during their school years as mentally retarded, while 35 percent of the no-preschool group were so classified.
- The detention and arrest rate for the preschool group was 31 percent compared to a 51 percent rate for the other group.
- At age 19, 50 percent of the preschool group were employed, while only 32 percent of the no-preschool group held jobs.

In other words, the report concluded, a quality preschool program offers an opportunity to escape from the cycle of poverty. The federal Head Start program, one of the Great Society programs begun in the 1960s, is among such programs with proven track records.

Government at all levels should do more, not less, to expand opportunities for all citizens. Compassion for the less fortunate has long been an American trait. Giving them a helping hand toward self-reliance through a government program should be regarded as a worthy investment in human beings.

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MEMO FROM COPE

Jobs? MONDALE

Reagan track record on jobs:

- Reagan-Republican recession 1981-83 created highest jobless rates
- ...workers suffered one or more episodes of joblessness
- ...much lower-paying

25 for Fritz and Gerry

(Two dozen reasons plus one to vote Mondale/Ferraro Nov. 6)

1. They're for a future of *fairness* to *all* Americans rather than *favor* to *rich* Americans.
2. They're for *full employment policies* with teeth in them as the foundation of a strong, growing economy.
3. They're for federal policies to *encourage job-creation* so all have work.
4. They're for *special jobs programs* if a slump seems imminent
5. They're for jobless benefits *adequate in amount and duration* in the event of unemployment.
6. They're for continued *special benefits* for workers displaced by imports.
7. They're for *fair trade* that benefit... as our trading...

Security for the Elderly? MONDALE

Reagan track record on programs for the elderly:

- Initial proposals (rejected by Congress): Cut benefits 40 percent for those retiring at 62; reduce disability benefits 33 percent; slash over-all protection ...tal proposed cuts: $200 billion.)
- ...month minimum benefit (hits ...year-old offspring

Real 'Family Issues'? MONDALE

President Reagan and his ultra-conservative allies constantly preach about "family issues" as if they have a corner on the market of concern about the family.

What they're really talking about, though, are *single* issues, and they try to force their beliefs about these *single* issues on the entire population.

What are the real "family issues?"

- **That good jobs be plentiful**
  (That's not how it's been under the Reagan Administration. More than 30 million workers were hit by unemployment in the 1981-83 Reagan-Republican recession. Millions who've gone back to work have had to settle for jobs that *pay much less* than the jobs they lost. They and their *families* suffer.)
- **That our children get the best possible schooling**
  (Reagan and the Republicans have cut or tried to cut every important program of aid to public schools—general aid, special programs for handicapped and disadvantaged children, vocational education.)
- **That our children may attend college**
  (Because of Reagan...

Tax Justice? MONDALE

Taxes will be boosted in 1985 . . . and everybody knows it.

There's no other way to keep the nation from drowning in Ronald Reagan's sea of red ink . . . his all-time high $200 billion deficits.

Key question: Whose taxes will be raised?

Reagan Track Record on Taxes

Engineered lopsided across-the-board tax cuts in 1981. Result:

- Cuts threw a bone to average Americans, about $125 a year.
- Cuts served a side of beef to wealthy Americans . . . *nearly $9,000* to those making $100,000 and up.
- Cuts gave a whole herd to Big Oil and other... *less than...*

REAGAN vs. WORKERS

Reagan track record on unions

- Opposes reform of labor laws to protect workers' right to organize, speed up union representation elections, prevent employers from stalling and from discriminating against union activists.
- Only President ever to break a union, PATCO, the air traffic controllers. Threw 11,000 persons out of work. (None of complaints that drove PATCO to strike has been addressed adequately since Reagan broke the union. As a result, present controllers now make exactly same complaints, are moving toward unionization.)

...to stack NLRB with *management attorneys*, throwing ...tilt heavily against

★★★★★★★★★★★★★★★★★★★★★★★★

The Best in Education? MONDALE

Reagan track record on education:

- Slashed aid to public elementary, secondary schools
- Cut real federal aid to education by 25 percent
- Phased out Social Security educational benefits
- Demanded huge cuts (Congress blocked them) in education aid for handicapped children, key programs for disadvantaged youth, vocational education
- Slashed college loan program that... get a higher educ...

The issue is the future ★★

On November 6, Americans will choose between two candidates for President . . . and between two programs and two policies. Above all . . . we will choose between two visions of the future.

One . . . Walter Mondale's . . . promises fairness to *all* Americans. The other . . . Ronald Reagan's . . . assures continued favor to *wealthy* Americans.

One . . . Walter Mondale's . . . represents the values and aspirations of average Americans—family, work, responsibility and compassion. The other . . . Ronald Reagan's . . . is shaped by the values of the rich and by the ambitions of the corporations.

One . . . Walter Mondale's . . . stresses adequate aid to Americans in need and restoration of the programs that help them. The other . . . Ronald Reagan's . . . preordains further retreat from our national responsibility to those who need assistance.

One . . . Walter Mondale's . . . foretells opportunity for all Americans. The other . . . Ronald Reagan's . . . forecloses opportunity for far too many Americans.

At stake within this encompassing issue of the future of this nation and its people are many issues of particular concern to working people and their families. The record of Ronald Reagan and the program of Walter Mondale on these issues follow.

Jobs

MONDALE—Urges full employment policies with teeth in them to encourage job-creation so all may work. To avert another recession like Reagan's, would trigger special job-providing programs that sustain economic growth. Believes full employment is basis of strong economy.

REAGAN—More than 30 million wage-earners suffered one or more episodes of unemployment in Reagan-Republican recession 1981-83, losing $336.1 billion in earnings. President proposed no jobs programs for those laid off and tried to stymie plans advanced by

trade that benefits our workers and industries as well as countries we trade with.

REAGAN—Talks "free trade" in a world where it doesn't exist. Opposes "content" plan to require certain portion of U.S.-made parts in products sold here, save American jobs. Permits almost unrestricted flood of foreign goods that continue to wipe out millions of U.S. jobs.

Reviving Basic Industry

MONDALE—Proposes business/labor/government consultation to aid basic industries through hard times largely caused by unfair foreign competition. Would ...okay loans if absolutely needed to safeguard industries ...national defense

These campaign flyers are available from National COPE to international unions, local unions and state and local councils that wish to reproduce them for union members. Only change would be to add name, officers of sponsoring union group. For set of flyers, call COPE (202) 637-5114.

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LEGISLATIVE ALERT!
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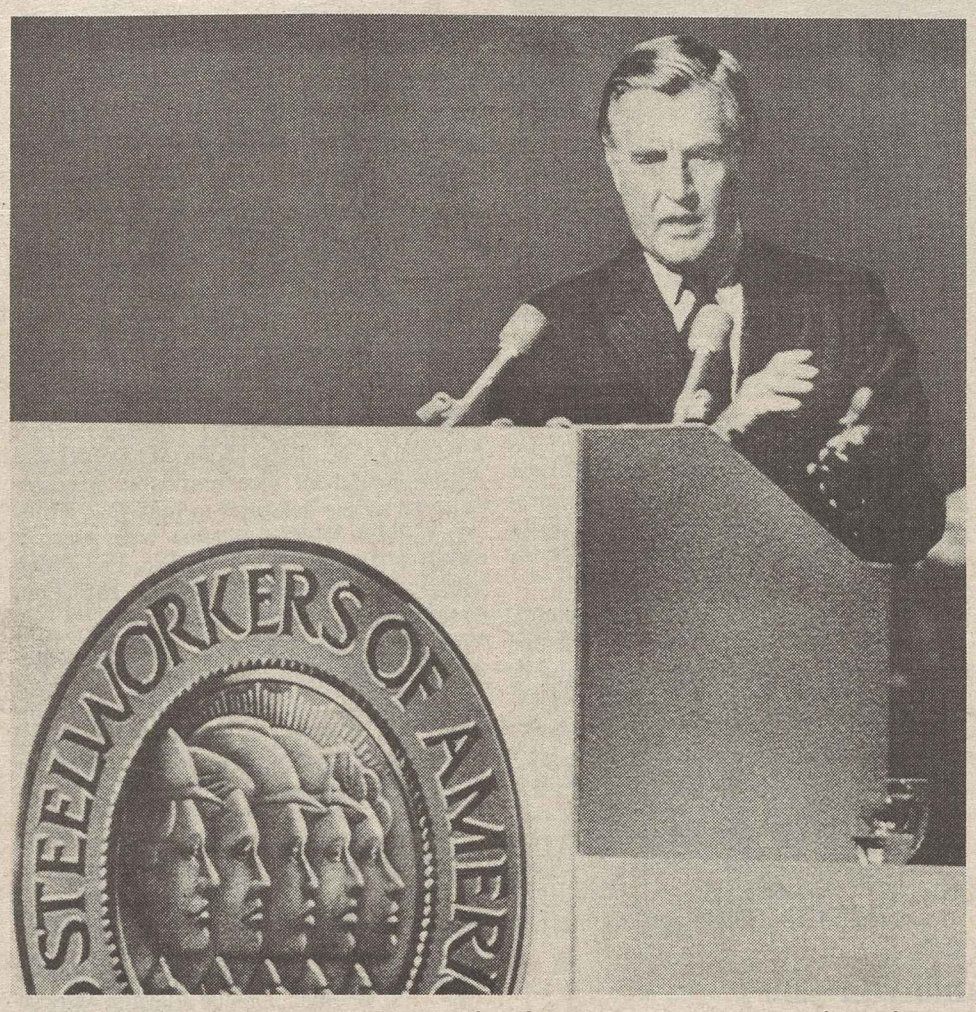

At the Steelworkers convention in Cleveland, Democratic presidential candidate Walter Mondale rips into President Reagan's anti-worker policies.

House probe cites labor law failure, 'politicized' NLRB

By David L. Perlman

America's workers can't rely on the protections of federal labor law and can't trust the fairness of the National Labor Relations Board, a congressional investigation concluded.

A report by the House Subcommittee on Labor-Management Relations is the strongest indictment ever made by a government body of the weaknesses of the 49-year-old law that established collective bargaining as a national policy and said workers can choose union representation without intimidation or retaliation.

That well-intentioned law, the National Labor Relations Act, has become an obstacle to collective bargaining, the subcommittee found. And "in the past three years, the perception of a neutral and objective NLRB has been shattered" by what the report terms "the politicization of the board."

The subcommittee, headed by Rep. William Clay (D-Mo.), monitors the functioning of federal labor law. Its latest round of hearings, last June, found a deteriorating situation had reached the crisis stage.

Lawbreaking by management "has significantly increased, as have sophisticated strategies to circumvent and manipulate the law," the report showed.

As for the NLRB, its "administrative morass" has resulted in the largest backlog of cases in its history. Its pro-management tilt has led to "a massive loss of confidence on the part of workers and unions in the fairness of its deliberations."

Misread intent

The board's "reinterpretation" of labor law, the Clay subcommittee concluded, "is inconsistent with the congressional intent to encourage and protect the collective bargaining process."

Just by using procedural delays, NLRB elections and unit determinations can be stalled for months. Unfair labor practice cases, subject to appellate court reviews, can and do drag on for years.

Over the past three fiscal years, the period from filing of an unfair labor practice charge to the issuance of an NLRB decision has grown from an average of 484 to 627 days, and it averages nearly a year and a half after the board's decision before it is enforced by a federal court.

The NLRB's case backlog was sharply criticized in a parallel report by a Government Operations subcommittee headed by Rep. Barney Frank (D-Mass.), which was adopted unanimously by the full committee.

Even more damning was an analysis by the Food & Commercial Workers on NLRB decisions.

The UFCW documented a pattern of sharp departure from precedents set and accepted by previous boards whose members were appointed by both Democratic and Republican presidents.

Tool of management

Under the Reagan Administration, UFCW President William H. Wynn said, "the NLRB has been reduced to little more than a management tool."

Its chief function, Wynn charged, "is to delay, deny and destroy the right of employees to freely and fairly organize and win union representation."

Wynn said the UFCW has decided to avoid the NLRB procedures as much as possible, relying on economic strength to protect workers' rights, "because we can no longer get any justice from the NLRB."

The Clay subcommittee report noted a growing sentiment among unions that have been frustrated by the labor law's inadequacies to scrap the National Labor Relations Act entirely, eliminating restraints

Continued on Page 3

Focus on issues

Debate gives Mondale chance to pin Reagan

Walter Mondale and Geraldine Ferraro looked to the start of nationally televised debates to focus the last month of the presidential campaign on election issues.

Mondale and President Reagan will appear together on Sunday night, Oct. 7; Ferraro and Vice President Bush will be matched on Thursday, Oct. 11.

But it will be up to a panel of journalists to turn the 90-minute programs into debates over issues. The Democratic candidates had sought a face-to-face confrontation for the debates, but the Republicans insisted on a news conference format.

The Oct. 7 debate on domestic issues, nevertheless, gives Mondale his first opportunity to puncture the "cocoon" which the White House staff erected to shield the President from the risk of a vote-losing blunder.

So long as Reagan holds a lead in the polls, his handlers tell reporters frankly, it "doesn't make sense" for him to argue the issues that Mondale raises.

The Reagan campaign was so pleased with the television coverage when Bush officiated at an emotional, flag-waving naturalization ceremony in Miami that it arranged a rerun in which the President would be the star.

Once again, new citizens and their families were given Reagan-Bush signs to hold up for the cameras. Reagan welcomed them to "a happy country."

In New Brunswick, N.J., that same day, Mondale spoke to a capacity crowd that overflowed a downtown theater and spilled into the rainswept street, keying on presidential leadership.

"Good intentions aren't enough," Mondale stressed. A President who shows by his offhand comments that he doesn't realize that nuclear missiles can't be "recalled" after they've been launched just hasn't prepared himself.

As for Reagan's aborted attempt to switch responsibility for the bombing of the U.S. Embassy in Lebanon to his predecessors in the White House, Mondale said Americans expect more than buck-passing from their presidents.

Continued on Page 6

Kirkland to spur union vote drive in nine-state tour

AFL-CIO President Lane Kirkland will meet with union members in nine states this month during a modern-day version of a whistle-stop political campaign tour.

His goal is to encourage the biggest possible Election Day turnout by members of AFL-CIO unions in support of the Mondale-Ferraro presidential ticket and other labor-endorsed candidates.

Kirkland and a small staff will travel by "Solidarity Van," an office-on-wheels, stopping overnight at various meeting locations. The tour will begin in Connecticut on Oct. 12 and wind up in Wisconsin on Oct. 26. Many of the stops will be in congressional districts, where the effectiveness of labor's get-out-the-vote drive could be decisive.

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Senate scuttles key civil rights bill

The Senate's Republican majority scrapped a House-passed anti-discrimination bill that was needed to repair the damage to civil rights enforcement inflicted by a Supreme Court decision earlier this year.

A majority of the Senate had signed up to co-sponsor the bill which was the chief legislative goal of a coalition of civil rights groups. It passed the House last June by a one-sided 375-32 vote.

But when push came to shove, the obstructionist tactics of a group of right-wing senators and the Reagan Administration's hostility to the House measure prevailed.

After the civil rights coalition refused to settle for a "compromise" drastically weakening the legislation's coverage, the Senate gave up the effort. It voted 53-45, largely on party lines, to drop the measure from the continuing funding bill needed to keep the government functioning after Congress adjourns.

Scope of bills

At issue is whether Congress intended in its various civil rights bills to prohibit discrimination by institutions receiving federal funds or assistance, or merely in those specific programs involving federal aid.

In its Grove City College decision involving the ban on sex discrimination in the educational assistance law, the Supreme Court gave a narrow reading to the provision. Its interpretation of congressional intent, on which the decision was based, clearly threatened provisions in the Civil Rights Act and other laws that barred discrimination based on race, religion, national origin, age or handicap by recipients of federal funds.

The AFL-CIO was among the first groups to support the legislative drive. "We will do all we can to assure its passage," President Lane Kirkland pledged when the bill was introduced.

When it was before the House, President Reagan criticized the bill as "too broad," but the Administration waited until it got to the Senate to press its objections.

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10/6/84

At DPE conference on health care, Dr. Philip Caper of Dartmouth, Service Employees President John Sweeney and DPE Director Jack Golodner.

Harmful side effects detected in corporate health care trend

Boston—The corporatization of health care services is permanently changing the way health care is delivered in the United States, with both patients and workers in the health care field getting shortchanged, unions were warned at a conference here.

The takeover by investor-owned corporations stirred the most vigorous discussion at the two-day meeting, sponsored by the AFL-CIO Dept. for Professional Employees. Joining the 160 trade unionists were experts from academia and the medical profession.

While the conversion of health care facilities into businesses is a relatively recent trend, Dr. Arnold Relman, editor of the New England Journal of Medicine, predicted that the majority of health care services in the United States will be corporate-owned by the end of the century.

In a keynote speech, Service Employees President John Sweeney said that during the 1990s five or six nursing home chains will operate most of the facilities.

"Medicare is soon to come under a blistering attack," Sweeney warned, "and if Ronald Reagan is re-elected President we will see public fund cutbacks that will force already indecent salary levels and patient care standards into a pit of obscene proportions.

"We can succeed in our battle with corporatization, if we are willing to link patient care reform with organizing zeal."

Sweeney, whose union represents some 275,000 health care workers, said the only hope for a decent and caring health care system in America lies in organizing and mobilizing the seven million health care employees that remain unorganized.

Polarization

Prof. Charles Craypo, chairman of the economics department at Notre Dame University, pointed out that the business takeover of health care systems has led to the polarization of both health care delivery and of health workers' annual earnings, with a few people at the top making fortunes while others earn very little.

Greg Devereux, health policy specialist with the State, County & Municipal Employees, observed that three things generally happen when a corporation takes over a health care facility—uncompensated care is cut, facility rates are increased, and staffing is reduced.

Other issues discussed at the conference were the occupational hazards that confront health care workers, the care of long-term patients such as the mentally ill and the aged infirm, and the consequences of efforts to control costs in the industry.

Dr. Stephen Zoloth, associate professor at New York's Hunter College School of Health Science, warned that "hospitals are dangerous places to work" and that the "push has come from organized labor" to get health and safety precautions installed at health care work sites.

"There are insidious, long-term health hazards" in hospitals, and a "severe amount of underreporting" of those hazards, William Borwegan, SEIU occupational safety and health coordinator, observed. Health care workers need a bill of rights which would include their right to know about and investigate health hazards, he declared.

Health care cost containment was examined from the perspective of workers who are affected by the implementation of cost control measures. SEIU Research Director Cathy Schoen pointed out that the current system in use for Medicare cost containment has sometimes encouraged hospitals in the "impulse" to lay off workers and to hire part-time workers.

Dr. Philip Caper, professor of public policy at Dartmouth Medical School, made the point that what enters into medical decision-making may be the biggest key to the reduction of health care costs.

Rep. James M. Shannon (D-Mass.), a House sponsor of the labor-supported Kennedy-Gephardt health cost containment bill, told the conference that "our goal should be focused on getting a national health care system, pure and simple." The time is ripe for developing such a system because "the illusion that an American family will not suffer financial doom because of an illness has been broken down," Shannon said.

Mondale, Ferraro endorsed

Paperworkers blast Reagan labor policies

Detroit—A call for reform of the nation's labor laws and tax policy coupled with an endorsement of Walter Mondale and Geraldine Ferraro topped the agenda of the 1,569 delegates to the Paperworkers' convention here.

A resolution on labor law reform called on Congress to beef up the penalties against companies that violate federal labor laws. It also urged that firms buying out unionized plants be required to recognize the union and be bound to existing contracts.

The delegates also adopted a resolution demanding the restoration of corporate income taxes coupled to simplification of the federal tax codes and elimination of tax subsidies that encourage plants to move jobs overseas. Paperworkers President Wayne E. Glenn told delegates that the Reagan Administraiton has "practically eliminated the corporate income tax."

This was the union's third constitutional convention since the merger in 1972 that formed the union from the Pulp, Sulphite & Paper Mill Workers and the Papermakers & Paperworkers. It was also the union's centennial year, and delegates were shown a 40-minute film on the founding of the organization.

The resolution endorsing the Democratic presidential ticket of Walter Mondale and Geraldine Ferraro cited their strongly pro-labor voting records in Congress.

Different path

The resolution stressed that both candidates are eminently qualified and that it is time to seek a different path—one that is not filled with high unemployment and reduced food aid and health care for the poor and needy.

AFL-CIO President Lane Kirkland echoed the expressions of the delegates when he said, "Between now and Nov. 6, our movement has no higher priority than to make sure that our members understand the urgency of the choice before them and turn out to vote in unprecedented numbers."

In his address to the convention, Kirkland recalled that when the Reagan Administration came to power the AFL-CIO was virtually alone in warning that Ronald Reagan's policies would bring great injury to millions of working Americans and their families.

Auto Workers President Owen Bieber, addressing the convention, blasted Reagan for his record on issues of importance to working men and women: the unfavorable changes in the National Labor Relations Board, attacks against Social Security benefits and unjust tax law revisions.

Election results

Glenn, Sec.-Treas. John M. Defee, and eight incumbent vice presidents were re-elected by the delegates to four-year terms. Three new vice presidents were elected. They are Clifton King of Bush, La., Eldon Hebert of Madawaska, Me., and Fran Pothier of Huntington Beach, Calif.

The convention approved a constitutional change to the effect that local contracts will stand as ratified if local members vote down the agreement but then fail to get the necessary two-thirds vote for strike authorization.

Allen succeeds Owens at Professional Athletes

Douglas F. Allen, executive director of the U.S. Football League Players Association, has been elected secretary-treasurer of the Professional Athletes by that union's executive board. He succeeds Brig Owens, who returned to private law practice.

Allen will retain his post in the USFLPA, which is an affiliate of the FPA. He played linebacker for the Buffalo Bills after graduating from Pennsylvania State University in 1973. Allen was an AFL-CIO regional COPE director for New York and New Jersey for six years before being named assistant to the executive director of the National Football League Players Association.

Economic index signals slowdown

The government's best gauge of future economic activity reflected a sluggish economy, and other reports provided further evidence of the slowing.

The Commerce Dept.'s index of leading economic indicators rose five-tenths of 1 percent in August after two months of decline. Only four of the 10 indicators reported for the month showed increases.

The six indicators pointing to a downturn were the length of the average workweek, the number of companies reporting slower deliveries from vendors, contracts and orders for plant and equipment, building permits, sensitive material prices, and the money supply.

The plus signs were rising stock prices, an increase in business formation, fewer initial claims for unemployment insurance benefits, and higher orders for manufactured goods.

In addition, the Commerce Dept. substantially revised downward the July drop in the index to a decline of 1.8 percent rather than the eight-tenths of 1 percent initially reported. This made the July decline the worst since a 2.2-percent drop in September 1981. The June decline was revised from a drop of 1.3 percent to a 1.1 percent decline.

In a separate report, the Commerce Dept. said August factory orders fell seven-tenths of 1 percent, the second drop in three months. The decline was caused mainly by slowdowns in non-durable industries ranging from paper to toothpaste.

A survey of purchasing agents showed that new orders for materials and services declined last month for the first time since December 1982. The monthly survey of agents at 250 industrial companies also showed that expansion in employment had halted.

"Employment plateaued, neither growing nor declining, while production levels were also down moderately," the National Association of Purchasing Management said.

Housing sales drop

Other negative economic news came in a Commerce Dept. report that sales of new single-family homes fell 8.1 percent in August to a seasonally adjusted annual rate of 569,000, the lowest level in a year. The August decline followed a revised decrease of 2.2 percent in July to a seasonally adjusted annual rate of 619,000.

Analysts, including Michael Sumichrast, chief economist for the National Association of Home Builders, predicted a further drop in home sales in coming months.

"Sales are going to decline a little bit more this year, but much more next year," Sumichrast said. "We're looking to a drop of 25 percent next year. Our scenario is for increasing interest rates."

The Commerce Dept. also reported that spending on new building rose a mere two-tenths of 1 percent in August after two months of declines, apparently reflecting the rise in interest rates earlier this year.

Another sign of the slowing economy was a sharp drop of 10 percentage points in the volume of help-wanted advertising in major newspapers across the country during August. The Conference Board, a business-oriented group, said the drop was the steepest in more than three years.

Musicians ask bargaining equality

Musicians employed by hotels, lounges and nightclubs should be classified as employees with the same bargaining rights as other workers, union witnesses urged at House hearings.

Court interpretations of federal labor law have left most working musicians in a "no man's land," AFM President Victor W. Fuentealba testified before the House Subcommittee on Labor-Management Relations.

Because musicians working on temporary engagements can be classified as "self-employed," the establishment that hires them is able to avoid dealing with the union that represents them, Fuentealba said.

The union has urged Congress to enact changes in federal labor law to recognize the special employment conditions for musicians on the same basis that it recognized in 1959 amendments to the Taft-Hartley Act the unique employment problems of the construction and apparel industries.

Jack Golodner, director of the AFL-CIO Dept. for Professional Employees, told the subcommittee that both his department and the AFL-CIO support legislation sought by the Musicians as well as a separate bill pressed by the Teachers that would restore full bargaining rights to college faculties.

With adjournment near, there is no likelihood of action on the legislation by this Congress. But Golodner told the House panel that action is overdue to make the protections of federal labor law and the commitment to collective bargaining at least as meaningful for artists, teachers and professional employees as it is for other employed people."

Montana court bars 'con-con' ballot question

Helena Mont.—The Montana Supreme Court dealt a major setback to the ultra-conservative campaign for a constitutional convention for the purpose of mandating a balanced federal budget. In a 6-to-1 decision, the court struck an initiative on the proposal from the state's Nov. 6 ballot.

The ruling was the fourth major defeat in recent weeks for supporters of the labor-opposed "con-con."

With the Montana defeat, there is virtually no chance this year for backers of the scheme to obtain enough state legislative endorsements to force a national constitutional convention. So far, the "con-con" drive has gained 32 of a needed 34 state resolutions calling for a national convention.

AFL-CIO Vice President Gerald W. McEntee, who heads the federation's Committee on the Budget, the spearhead of labor's opposition to the convention scheme, called the Montana development "a serious setback for the proponents of the balanced budget amendment."

McEntee, who is president of the State, County & Municipal Employees, pointed out that previously many states had acted on the balanced budget amendment proposal "with little understanding of the issue."

Such an amendment, he warned "would cost the U.S. economy $260 billion in federal funds the first year, if adopted," and the idea of a convention "would open up a constitutional can of worms."

The AFL-CIO is part of a national bipartisan coalition, Citizens to Protect the Constitution, that is opposing the constitutional convention drive.

Unconstitutional initiative

The Montana ballot question, which was challenged by the public interest lobbying group Common Cause, would have ordered the state legislature to adopt a resolution calling for a constitutional convention and to stay in session—without pay—until it did so. The state's high court held that the initiative was unconstitutional under both state and federal law.

In September, the California Supreme Court struck down a similar question from that state's ballot, and the U.S. Supreme Court refused to intervene.

Earlier this year con-con supporters in Washington failed to get enough signatures on a petition to place the issue on that state's ballot. In Michigan, two efforts to get the legislature to act on a resolution failed.

On the federal level, supporters fell short on a petition to gain the discharge of a balanced budget amendment resolution from a House committee.

Democratic vice presidential candidate Geraldine Ferraro is welcomed to the Illinois AFL-CIO convention. From left: State Sec.-Treas. Harl H. Ray, Rep. Paul Simon (D-Ill.), candidate for the Senate; Ferraro's husband John Zaccaro, and state federation President Robert G. Gibson. Delegates gave Ferraro a rousing reception.

Auto Workers set Oct. 12 target for new Ford contract

Dearborn, Mich.—Bargainers for 115,000 members of the Auto Workers employed by Ford Motor Co. set Oct. 12 at noon as their goal for reaching agreement on a new contract with the nation's number two auto maker.

Stephen Yokich, the union's chief negotiator with Ford, stressed that the date was not a strike deadline, only a target for wrapping up the new pact.

The UAW's old contract expired Sept. 14, and both sides agreed to extend it. The extension includes a provision for a three-day strike notice.

The parties resumed main-table talks Oct. 1 after nearly a month of inactivity as the union and General Motors reached a tentative agreement Sept. 21 ending a strike at 17 GM plants.

As was the case in the GM talks, the union's top goal with Ford is to obtain job security for its members.

GM agreed to the creation of a $1 billion fund to aid workers who lose their jobs due to outside contracting, automation, and productivity increases.

Meanwhile, the union announced it will strike General Motors of Canada on Oct. 17 unless agreement has been reached on a new contract covering its 36,600 members there.

In other industry bargaining, International Harvester Co. and the UAW agreed to an indefinite contract extension and recessed their talks. Their contract covering 13,000 active and 15,000 laid-off workers expired Sept. 30.

The union plans to bargain with other truck manufacturers, including Mack Truck and Volvo White, before returning to the table with Harvester.

Ferraro rouses delegates to Illinois state convention

Rosemont, Ill.—"While Ronald Reagan is stuck in the past, Fritz Mondale has a vision of the American future," Democratic Vice Presidential candidate Geraldine Ferraro told cheering delegates to the 100th anniversary convention of the Illinois AFL-CIO.

In her speech, the New York congresswoman, running with Walter Mondale, dramatized the differences between the Democratic and Republican national tickets and urged the 2,000 unionists at the convention to continue voter registration and get-out-the-vote efforts.

The delegates themselves were critical of the Reagan Administration in a series of resolutions stressing the damage done to Illinois workers and the nation by the Administration's social and economic policies.

Also approved were a series of resolutions setting the state labor movement's key legislative goals for the next two legislative terms.

State AFL-CIO President Robert G. Gibson, in his speech to the delegates, stressed that the gains made for working people in the state were most often chalked up when the state legislature had a Democratic majority. In contrast, workers found themselves most often in "a fight for survival" when the assembly was under Republican control, he said.

'Happy hour' binge

AFL-CIO President Lane Kirkland told the convention that while the President is campaigning under a strategy of "duck the issues" and "treat the public to a 'happy hour' binge" in hopes the hangover can be put off until after the election, millions of Americans are already feeling the pain, including "tens of millions" who still "bear the scars of the unemployment his policies inflicted on them."

Kirkland also stressed that some 8.5 million Americans remain jobless. "They have been bypassed by Mr. Reagan's vaunted recovery," he asserted, "even as the steam is going out of it, and the unemployment rate is in its third month of stagnation."

Ferraro, in her remarks to the delegates, contrasted Mondale's record with that of President Reagan:

"While Ronald Reagan was making movies in Hollywood, Fritz Mondale was a champion of civil rights and social justired in 1974, died Sept. 15 after a heart attack. He was 76.

Voter registration

In action on resolutions, the delegates called for continuation of new state voter registration rules that have permitted easier access to registration. They also called for improvements in the state's workers' compensation and unemployment insurance programs, and for strengthening of the state's prevailing wage law.

Other measures opposed attempts to consolidate police and fire services in localities and any state legislation that would interfere with the collective bargaining process.

The convention also urged full political action rights for public employees, and improvements in pension programs for municipal employees.

The delegates called for selection of a labor representative on the state's citizens' utility board and deplored attempts by the state commerce commission to meddle in collective bargaining in the utility industry.

Other speakers at the three-day convention included AFL-CIO Vice President Joyce Miller, national COPE Director John Perkins, Sen. Alan Dixon (D-Ill.), State Atty. Gen. Neil Hartigan, and Gov. James R. Thompson (R).

Ford fills in at Labor Dept. as Donovan prepares for trial

Labor Sec. Raymond J. Donovan's indictment has left Under Sec. Ford B. Ford in charge of the department.

President Reagan gave Donovan an unpaid leave of absence while he defends himself against criminal charges of grand larceny and fraud in connection with a New York City subway project.

Donovan is the first Cabinet member ever indicted while holding office.

Ford won't have the title of acting secretary, but as the number two person in the department he has filled that function in Donovan's absence. Ford is a safety engineer and industry consultant from California, who held a state post when Reagan was governor. He came to the Labor Dept. in 1981 as assistant secretary for mine safety and was named under secretary last year.

Donovan's indictment covers events of 1979, when he was executive vice president of the Schiavone Construction Co. in New Jersey.

Bronx District Atty. Mario Merola told reporters that Donovan had joined in a scheme to pad the bills of a subcontractor and overbill the New York Transit Authority for work done on a subway tunnel. He said the fraud was "in the range of $8 million" and was also used to inflate the percentage of subcontracting to minority-owned firms.

Six current executives of the Schiavone firm were indicted along with Donovan. One of the subcontractor officials indicted was also charged in a separate indictment with a mob-related murder in 1978.

Donovan pleaded not guilty to all the charges and told reporters the indictment was politically motivated and "not worth the paper it was written on." And Reagan angrily charged "a lynch atmosphere" in the "allegations and charges . . . that have been made on so many people of our Administration."

Donovan headed the Reagan campaign in New Jersey and was a major fundraiser before he was named Secretary of Labor after the 1980 election.

William R. Probey dies, retired AFL-CIO staffer

Gaithersburg, Md.—William R. Probey, an AFL-CIO field representative who retired in June 1974, died Sept. 15 after a heart attack. He was 76.

Probey worked from 1933 to 1957 in the accounting departments of the AFL and the AFL-CIO and from 1957 until his retirement, served as a field representative. He had been a member of the Office & Professional Employees and Field Representatives Federation.

House probe hits labor law failure, politicized NLRB

Continued from Page 1

on unions as well as the relatively ineffective restraints on management.

The law's failure "is recreating the same conditions that led to the enactment of the law in the first place," the congressional report noted. It threatens a return to the "disruption and upheaval" that marked labor relations in an earlier era of the nation's history.

"We understand the frustrations expressed by union witnesses," the subcommittee said. Both the law and its administration are in need of repair. "The serious crisis in labor-management relations must be addressed," the panel insisted.

Republican members of the subcommittee filed a minority report contending that labor law is working well and collective bargaining is healthy.

Their rebuttal charged the sumcommittee majority with political motivation for its findings and said an expanded workload has been a factor in the NLRB's admittedly growing backlog of cases.

Senate Republicans scuttle key civil rights bill

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Sen. Orrin G. Hatch, chairman of the Labor & Human Resources Committee, was a principal foe of the legislation and his chances for delaying tactics increased as the adjournment deadline neared.

Civil rights supporters saw the must-pass funding resolution as the most practical to get the measure to a vote, and Senate Democratic Leader Robert C. Byrd (W.Va.) proposed it as an amendment.

On a 51-48 vote, the Senate moved to allow the amendment despite a challenge by the Republican leadership that it was "non-germane" and therefore could not be taken up. The Senate then voted 92-4 to limit debate in an effort to choke off a right-wing filibuster.

But Hatch and other foes had more success with other delaying tactics, including some 1,300 proposed amendments. When negotiations failed to produce an acceptable compromise, a key Republican sponsor of the bill—Sen. Bob Packwood (Ore.)—said "with a heavy heart" that the battle was lost and moved to drop the civil rights measure from the spending bill.

Democrats opposed the abandonment, but the motion carried by 53-45 vote.

Sen. Edward M. Kennedy (D-Mass.), the other principal sponsor, said the rejected compromise would have amounted to merely "a fig leaf over the denial of civil rights."

Limited effect

Its effect would have been to remedy the Supreme Court decision only as it applied to sex discrimination in educational institutions—without dealing with the implied extension of the court's decision to other forms of discrimination and bias in other institutions receiving federal aid.

The fight will be continued in the new Congress, Kennedy pledged. "Shame on this body," he said angrily. "Shame on this body."

Congress was still two days from adjournment when the AFL-CIO News went to press, and the final fate of a number of bills was still undecided.

It appeared certain, however, that immigration reform legislation was dead. A House-Senate conference had broken up in disagreement, unable to resolve the issue of assuring that persons of obviously foreign background who are legally in this country won't be discriminated against because of measures aimed at illegal aliens. And despite some changes from the original House version, the conference compromise or importation of farm workers for temporary employment still bore a clear resemblance to the discredited bracero program of an earlier era.

In some other actions:

- The House passed two labor-supported bills affecting fringe benefits. One measure renewed the tax-exempt status of educational benefits provided by employers, up to $5,000. The law originally excluding such benefits from taxation had expired at the end of 1983. The other bill would extend a tax exemption for group legal services provided to workers. Unless Congress acts, benefits will be taxable after this year.
- In a Democratic-sponsored "put-up-or-shut-up" challenge to President Reagan, the House voted 411-11 to require the President to submit a balanced budget each year. The President could also submit an alternative unbalanced budget, but would have to include a specific plan and timetable for achieving a balanced budget in the future.

GOP blocked

Later, the House defeated a Republican attempt to allow the Reagan-supported balanced budget constitutional amendment to be taken up as an amendment to a pending trade bill.

The House-passed measures were still awaiting Senate consideration when the AFL-CIO News went to press. Congress was working for a final adjournment by Oct. 6. The new 99th Congress, to be elected on Nov. 6, is scheduled to convene on Jan. 3, 1985.

Jellybean Blues

Joe Glazer, who has brought his songs to picket lines and union conventions, entertains lunchtime strollers in the nation's capital with songs from his newest album, Jellybean Blues II—an update of his 1982 spoof of the Reagan presidency. The new songs include "Teflon Man," in which Reagan explains why "nothing sticks to me." He's the Teflon Man who gets out of every jam. Accompanying guitarists joining in the al fresco concert are Joseph Uehlein of the AFL-CIO Industrial Union Dept. and Steve Jones, a former Farm Worker.

Steelworkers adopt changes in financial and election rules

Cleveland — Measures designed to streamline the union's financial operations and elections procedures and to encourage mergers with other organizations were adopted by the more than 3,100 Steelworkers convention delegates.

The convention voted to cap the USWA strike fund at $200 million. The fund, now at $218 million, pays benefits at a rate of $60 a week per member.

Under the USWA constitution, 20 percent of monthly dues over $6 per member goes into the strike fund. The amendment provides that once the fund reaches $200 million, dues money that normally goes to the strike fund will be channeled into the union's general fund. The distribution would revert to the old formula when the fund drops to $180 million.

And any time the union's general fund drops to $18 million, $2 million will be transferred from the strike fund.

In another constitutional change, delegates voted to drop special elections for international officers if a vacancy occurs with more than two years left in a four-year term. The union's executive board is now authorized to fill vacancies until the next regularly scheduled election.

The move to end the special elections grew out of the situation following the death of former USWA President Lloyd McBride last year, two weeks before the half-way point in his term. The board appointed then-USWA Secretary Lynn A. Williams as temporary acting president and the union held a special election which Williams won.

In other action, the delegates approved a constitutional measure permitting the executive board to act on mergers and to waive—for no more than four years—application of parts of the USWA constitution to the other organization. The measure also assures that the merging organization will be able to maintain key provisions of its existing constitution.

In other resolutions, delegates stressed the need for strong national plant closing legislation to assure that workers' interests be considered in all shutdowns and endorsed passage of the Equal Rights Amendment to the U.S. Constitution.

Mondale speech

Earlier in the week-long meeting, the delegates cheered a speech by Democratic presidential candidate Walter Mondale and pledged an "all-out effort" among USWA members for the election of the Mondale-Ferraro ticket.

In a companion measure, the delegates adopted a resolution strongly condemning the damaging policies of the Reagan Administration and urged his defeat for re-election "in the name of 50 years of social progress."

Convention speakers included AFL-CIO President Lane Kirkland, Urban League President John Jacob, Ohio Gov. Richard Celeste, Rep. John Murtha (D-Pa.), Ontario New Democratic Party Leader Robert Rae, International Metalworkers Federation Gen. Sec. Herman Rebhan, and William Sirs of the British Iron & Steel Trades Confederation.

Yale University workers press strike for pay equity

New Haven, Conn.—Some 1,700 clerical and technical workers remain on strike against Yale University, seeking a settlement that will eliminate race and sex pay discrimination.

Hotel Employees & Restaurant Employees Local 34 went on strike Sept. 26 after negotiating for 11 months to gain an initial contract with the university. Yale's final offer to the union fell far short of the increase the union says is necessary to achieve pay equity for women and minorities.

Women make up 82 percent of the 2,650-member unit and minorities account for 17 percent. The unit includes secretaries, research assistants, telephone operators and computer programmers. Their average salary is $13,424.

The local's picket lines are being honored by the 950 members of HERE Local 35, the food service and maintenance unit, resulting in only one dining hall of 13 remaining open for students.

Students and faculty support groups have formed backing Local 34's efforts to get a fair contract. To honor the picket lines, instructors have moved some 500 classes off campus to locations that include churches and a theater.

Yale administrators, who had insisted their pre-strike proposal was the final offer, have now agreed to further bargaining. Pressure to get the university officials back to the bargaining table was the focus of a rally by 3,000 supporters shortly after the strike began.

Other goals

Besides the improvements in wages, the union is seeking increased health and pension benefits and assurances that there will be no layoffs during the term of the contract.

Lucille Dickess of Local 34 said the final offer "in no way addresses the issue of discrimination of women and minorities. The union finds this unacceptable."

"Women are not used to asking, and now we're asking," Local 34 negotiator Pearl Moore said. "The commitment is very strong.'

Carmen appoint Daniels to succeed O. P. Channell

Kansas City—Thurston S. Daniels has been named secretary-treasurer of the Railway Carmen to fill out the term of Orville P. Channell, Jr. who is retiring Sept. 30. The term runs through the union's 1988 convention.

Daniels, 58, a carman apprentice with Missouri-Pacific Railroad, joined Lodge 114 in North Little Rock, Ark., in 1947. He became the lodge chairman in 1962 and in 1973, was elected vice general chairman of Carmen's Missouri-Pacific board, moving up to general chairman in 1976.

Channell has served as secretary-treasurer since 1972. He also held several other union posts and had been assistant to the president of the AFL-CIO Railway Employee Dept. from 1969 to 1972.

Teachers call for legislation on faculty bargaining rights

The disruption of higher education collective bargaining rights that resulted from a 1980 Supreme Court decision could hamper educational reforms and productivity, the Teachers warned at House hearings.

Testifying in support of legislation that would overturn the effects of the high court's Yeshiva University ruling, AFT Vice President Irwin Polishook said college teachers should be provided full guarantees of federal labor law even though they participate in some decisions on curricula and standards.

Polishook told a House Education & Labor subcommittee that, in effect, the Yeshiva ruling classified faculty members of private colleges as management, thereby stripping them of their collective bargaining rights.

"The Supreme Court decision is predicated on an idealized and false view of the university in which the faculty is truly in control," he testified.

"Because of its requirement that there be a faculty inquiry into the extent of faculty influence in each case, the average faculty will find it impossible to muster the resources necessary to defend against the contention that their role in educational decisions makes them managerial employees."

Although the decision applied to Yeshiva specifically, it has stalled organizing and bargaining at many other private institutions. Public universities, which are not covered by the federal labor law, were not affected.

Polishook, a history professor at City University of New York, pointed out that declining enrollments and shrinking economic resources in higher education have "exacerbated the natural tension in faculty-administration relationships" and have sharply reduced faculty influence in decision-making.

CONVENTION

The Air Line Pilots will hold its 1984 convention in Bal Harbour, Fla., Nov. 5-12.

'Broken promises' report

Reagan cuts diminish programs for elderly

The Reagan Administration's "relentless assault on social programs for the elderly" has slashed every form of federal assistance that most older Americans rely on, according to findings released by the National Council of Senior Citizens and the State, County & Municipal Employees.

NCSC Executive Director William R. Hutton said that the survey "put to rest the myth that Reaganomics has been fair to older Americans. The cold hard truth is that since Ronald Reagan took office, federal spending for the elderly has been slashed by $24 billion."

In releasing the results of the analysis, AFSCME President Gerald W. McEntee said the report is "a clear warning" for older Americans about President Reagan's policies and what a second Reagan term would do to senior citizens in the future.

Dire warning

"Four more years of a Republican Administration will probably see even deeper cuts in social security, Medicare and other senior citizen programs which help maintain retirement income security for millions of people," McEntee warned.

Hutton stressed that Reagan's "tax cuts for the rich and budget cuts for the poor and aged have left an 'age gap' in the nation."

The report, titled "Broken Promises: A Report on the State of the Elderly During the Reagan Administration," includes a state-by-state analysis of programs for older citizens over the period since 1981.

NCSC said the study details how Reagan budgets have forced severe cutbacks in those programs and services for the elderly. The impact of the Reagan budget is measured in terms of fewer dollars spent, loss of services or participants and reduction in average benefits or costs.

Hutton cited deep slashes in Medicare and Medicaid, along with reductions in eligibility for food stamps, senior housing, nutrition programs, legal services, transportation and other support services needed by the elderly.

"Broken Promises clearly shows that not one major program serving older Americans improved during the Reagan Administration's four years in office in either the level of services or the quality of services provided," Hutton charged.

The report pointed out that the cumulative four-year loss in major programs for older Americans amounts to $24 billion, or $900 for everyone age 65 or older.

The cuts have grown during each of the last three years from $2.3 billion in fiscal year 1982 to a projected $7.6 billion in fiscal 1985, the study showed.

Another key finding is that under Reagan, the largest dollar cuts came in social security benefits, $9 billion, and Medicare, $12 billion—the two programs most relied on by older citizens, NCSC said.

The study pointed out that the largest percentage cuts under the Reagan budget were felt in such aid to the low-income elderly as the subsidized housing program, down 30.3 percent; food stamps, down 7.5 percent, and Medicare, down 7.1 percent.

Wide impact

As a result of the Reagan cuts, the study showed, nearly 400,000 fewer older Americans receive food stamps, over half a million lost Medicaid coverage, 160 million fewer meals were served under federal nutrition programs, and there are nearly 6,000 fewer federally subsidized housing units for the elderly than would be available had the cuts not been made.

The survey stressed that because many older persons depend on a variety of federal programs to maintain an adequate standard of living, the cumulative effect of such cuts, "can be devastating," and "shred the safety net for needy older citizens."

The study noted that most older persons have lower incomes than the general population. The median income for all older Americans was $6,593 in 1982, compared to $12,387 for people 25 to 64.

NCSC researchers took issue with some studies showing that the dollar income of some older Americans is rising. The NCSC said its findings puts those studies "in perspective" by making clear that higher incomes "do not necessarily translate into higher living standards when vital federally supported programs—such as health care and nutrition are being cut."

NCSC's William Hutton and AFSCME President Gerald McEntee release findings on how Reagan cutbacks have harmed programs for the elderly.

Back pay due

The Postal Service wants to cut the pay of newly hired workers, but it admits that it owes money to former employees under a court settlement of overtime pay claims from violations of the wage-hour law.

Workers employed between May 1974 and October 1982 have already received nearly $393 million under the settlement, leaving some $7 million awaiting former employees who have not yet been located.

Persons who think they may be eligible should send employment data covering their postal service, including social security number and present address, to: Payroll Processing Branch, Postal Data Center, P.O. Box 63, Minneapolis, Minn.

Washington delegates vote 10-cent boost in per capita

Olympia, Wash. — Delegates to the Washington State AFL-CIO convention approved a 10-cent increase in the monthly per capita tax starting next Apr. 1 but added a unique formula for reducing the payment as affiliation grows.

The measure calls for a one-cent reduction in the per capita tax for each gain of at least 3,000 new members affiliated with the federation, up to a maximum reduction of five cents. The current monthly per capita payment is 50 cents.

State AFL-CIO President Marvin L. Williams, in his keynote address to the nearly 500 delegates, assailed the Reagan Administration for its "anti-labor policies." He particularly denounced Reagan's National Labor Relations Board for its anti-union bias and its attitude of "labor can wait."

Williams called the application of "cost-benefit analysis" to the Administration's handling of occupational safety and health standards a "cold-blooded calculation of how many workers must be killed or injured before protections are required." He warned that "organized labor has a long memory, and we shall not forgive or forget what Ronald Reagan has done to our people and our country."

President Robert F. Harbrant of the AFL-CIO Food & Allied Service Trades Dept. urged the delegates to step up organizing efforts in their unions to "turn around" membership losses and bring the benefits of organization to workers in expanding sectors of the economy.

The delegates acted on some 60 resolutions including support of collective bargaining rights for state troopers and adoption of health and safety standards for video display terminals. Other measures called for programs to advise students on their rights as workers, fair trade laws, plant-closing legislation and a national industrial policy.

A series of workshops on key labor issues included discussions of political action, safety and health legislation, the impact of new technology, federal job training programs, and the "gender gap" between the opinions of women and men as it affects political action.

For the first time, the convention included a "youth day" for 20 students sponsored by local unions. The students—most of whom had never attended any function held by organized labor—were guests of the convention on its opening day.

Kirkland to spur union vote drive in nine-state tour

Continued from Page 1

The emphasis will be on meeting with shop stewards and rank-and-file members of local COPE committees, as well as local union and central body leaders.

His goal, Kirkland said, is to spur a "one-on-one" campaign among members of AFL-CIO affiliates for a big election turnout.

Arrangements for meetings are being made by the AFL-CIO Dept. of Organization & Field Services. In some of the locations, members of the AFL-CIO Executive Council and labor-endorsed candidates will take part. All meetings will be open to press coverage.

Kirkland's schedule, subject to last-minute revisions, includes these events:

Friday, Oct. 12—Hamden, Conn., at noon, and Waterbury, Conn., at 6 p.m.

Oct. 13—Springfield, Mass., noon.

Oct. 14—Albany, N.Y., noon.

Oct. 15—Kingston, N.Y., noon; New York City, 5:30 p.m.

Oct. 16—West Caldwell, N.J., noon; Neptune, N.J., 7 p.m.

Oct. 17—Trenton, N.J., noon; Philadelphia, 8 p.m.

Oct. 18—Pittsburgh, 7:30 p.m.

Oct. 19—Akron, Ohio, noon; Cleveland, 7:30 p.m.

Oct. 20—Sandusky, Ohio, 12:30 p.m.; Toledo, Ohio, 7 p.m.

Oct. 22—Detroit, evening.

Oct. 23—Lansing, Mich., noon; Grand Rapids, Mich., 7:30 p.m.

Oct. 24—Chicago, evening.

Oct. 25—Rock Island, Ill., 1:30 p.m., Rockford, Ill., 8:30 p.m.

Oct. 26—Kenosha, Wis., 4 p.m.; Milwaukee, 8 p.m.

Imports push trade deficit higher

The government reported the nation's foreign trade deficit soared another $9.9 billion in August, bringing the imbalance for the year so far to a record $83.7 billion. The trade deficit is expected to total $130 billion this year.

The August deficit reflected a continuing flood of imported steel, foot-wear, and other goods that has cost thousands of American jobs.

For the first eight months of 1984, the nation's trade imbalance has already topped the record deficit for all of last year, $69.4 billion. Commerce Sec. Malcolm Baldrige conceded there is little chance for much improvement in the near future.

The worst faltering came in July when the import surge pushed the deficit over the $14-billion mark, setting a monthly record.

Steel imports of 2,516,000 tons in August, accounted for more than 30 percent of the U.S. market for the second month in a row.

The Commerce Dept. reported that imported steel from January through August amounted to 17,629,000 tons, up 72.3 percent from the same period last year.

A week before the August figures were released, President Reagan flatly rejected recommendations by the International Trade Commission for a combination of quotas and tariffs on steel imports. Instead, he called for "voluntary" restraints by foreign suppliers.

Assessing the damage

Democratic presidential candidate Walter Mondale charged that Reagan's record budget deficits are causing the trade problem by driving up interest rates and inflating the value of the dollar. Mondale also accused Reagan of failing to protect American jobs from the onslaught of imports.

The government reported a 33.4-percent climb in shoe imports over year-earlier levels in August as 69 million pairs of foreign-made shoes entered the country. Shoe imports now account for about 70 percent of the U.S. market, according to industry findings.

For August, imports totaled $27.9 billion, down 16.7 percent from the July record of $33.5 billion. Exports of American goods also declined 7.2 percent in August to $18 billion.

Government studies show that for every $1 billion in trade deficit some 25,000 American jobs are lost.

The American Iron & Steel Institute warned that the steel import situation is at "crisis levels," and called for "swift action to stop this blatant attack on the domestic steel industry."

The steel industry currently is operating at 57 percent of capability, with tens of thousands of Steelworkers on layoff. Many steel plant communities are on the brink of financial disaster.

Market penetration by steel imports averaged 25.8 percent in the first eight months of 1984, compared with 19.5 percent in the same 1983 period.

Major suppliers of last month's steel imports were Japan, the European Economic Community and Canada.

Petroleum and some non-oil imports declined in August, but shipments of foreign autos rose 1.5 percent from July levels to $2.57 billion, capturing more than 25 percent of the American auto market.

The job search goes on

Evidence of continuing high unemployment and substandard wages surfaced again as streams of applicants turned out for scarce jobs. News of the economic "recovery" obviously has yet to reach thousands of job seekers.

In San Pedro, Calif., the chance of landing one of 350 dockworkers' jobs lured an estimated 50,000 applicants, while 840 desperate workers applied for a single laborer's job with the Washington County, Md., roads department.

In California, lines of job seekers in cars, vans and on motorcycles extended more than 10 miles when a makeshift drive-through employment office opened Sept. 23 to distribute application forms for the waterfront jobs. The vehicles began lining up two days earlier in response to the announcement of the job openings.

The mass turnouts follow similar responses of job seekers for a few openings earlier in Baltimore, Buffalo, Chicago, Akron, Ohio, and other locations that still haven't recovered from the long Reagan Recession.

EPA hit for failure to issue asbestos removal standard

Asbestos in the nation's schools is a "hazard many believe will kill more children than polio," Service Employees President John J. Sweeney warned at House hearings.

"Nature has played a dirty trick on us" by not producing highly visible, debilitated children to "motivate our federal government to act," Sweeney told a House Commerce subcommittee. "Instead, we must wait 20 to 30 years for the body count because asbestos-related diseases take so long to develop."

Sweeney charged that the Environmental Protection Agency has transformed "a very bad situation into an environmental catestrophe" by alarming parents about asbestos in the schools without offering regulations requiring safe removal of the substance or protections for students, teachers and workers.

The EPA, meanwhile, told the same subcommittee that it would not be seeking funds for asbestos clean-up in schools in either fiscal year 1985 or 1986, despite Congress's authorization in August of $600 million for asbestos removal over the next seven years and its appropriation of $50 million for fiscal year 1984.

Dr. John A. Moore, EPA's assistant administrator for toxic substances, said the agency believes that if federal funds were made available now, school systems might wait to obtain such funding rather than act quickly to remove the asbestos hazard.

The agency has not produced a standard on asbestos. Moore contended in his testimony that "attempts to come up with standards for identifying and removing asbestos didn't work. It has to be done on a case-by-case basis."

The agency, however, estimates that some 14,000 schools nationwide may contain asbestos and up to 15 million persons may be regularly exposed to asbestos in the schools and other public buildings.

The SEIU petitioned the agency in November 1983 for an asbestos standard, and in February 1984 the EPA said it was granting the petition. However, last month the union felt forced to seek a court order giving the agency 30 days to issue the new rules on the removal of asbestos from school buildings.

In a related development, a federal district judge in Philadelphia has approved a class action suit on behalf of the nation's school systems against 55 asbestos manufacturers. This would be the first nationwide class action for property damage arising out of a product liability question.

AFGE hails ruling on 3-year dispute over contracting

Unions representing federal workers are entitled to use grievance procedures to challenge management actions that violate the government's own regulations and adversely affect employees, the U.S. Court of Appeals for the District of Columbia Circuit ruled.

Its 2-1 decision is an important victory for the Government Employees in a refusal-to-bargain dispute that involved the issue of contracting out to private firms work performed by federal workers.

The origin of the case was the refusal three years ago of the Equal Employment Opportunity Commission to consider any provision dealing with the contracting out of work in its negotiations with the AFGE local representing its employees.

Management's stance

The union had merely sought a provision requiring the agency to follow the government's own regulations for determining whether contracting-out of work would be "cost effective." EEOC argued that anything to do with contracting was strictly a management prerogative.

The Federal Labor Relations Authority backed the union position, but the EEOC appealed its ruling.

AFGE President Kenneth T. Blaylock hailed the appellate court decision as a vindication of the union's three-year battle.

The government's position was that it could violate its own standards for contracting out "with impunity," Blaylock noted. But under the appellate court decision, he said, charges that an agency violated applicable laws or regulations may be raised by unions as grievances and brought before a third-party arbitrator for resolution.

The appellate court said the right to file grievances is guaranteed by law, under the Civil Service Reform Act.

Steelworkers victory

Court upholds curbs on arsenic exposure

A federal appeals court ruling upholding an Occupational Safety & Health Administration standard to curb worker exposure to arsenic was hailed as a major victory by the Steelworkers.

The decision will "give a terrific boost" to USWA members working in the copper and lead smelting industry, the union's safety director, Michael Wright, said. The USWA joined OSHA in defending the arsenic standard after it was challenged in court by several of the leading smelting firms.

Arsenic, a by-product of the smelting process, can cause lung cancer and other serious health problems.

The 9th U.S. Circuit Court of Appeals found that OSHA had produced sufficient evidence of a "significant risk" to workers' health to justify a 50-fold reduction in the maximum permissible exposure limit of airborne arsenic.

The court held that the evidence supported OSHA's compliance requirement for engineering controls to meet the exposure limit of 10 micrograms of arsenic per cubic meter of air.

The decision, written by Judge Harry Pregerson, noted that the federal job safety law requires the agency to set a standard that assures no worker will suffer an impairment of health.

OSHA determined, in issuing its standard in 1978, that the 10-microgram exposure limit was technologically and economically feasible for the industry.

Following the Supreme Court's benzene ruling in 1980, the appeals court remanded the arsenic standard back to OSHA so the agency could produce more evidence of "significant" risk to workers' health from arsenic and evidence on the feasibility of engineering controls.

OSHA reopened the public record and in January 1983, published the final statement justifying the 10-microgram limit on arsenic by detailing the significant risk. The agency did not open the record as to whether that level was technologically and economically feasible.

Industry contended that such a limit was neither technologically nor economically feasible. The appellate court, however, ruled that the safety law is "technology-forcing." Thus, OSHA only needs to present evidence "that companies acting vigorously and in good faith can develop the technology," for it to be able to "require industry to meet standards never attained anywhere."

TV debate gives Mondale chance to pin down Reagan

Continued from Page 1

The contrast in styles marked the vice presidential campaigns as well.

Geraldine Ferraro brought excitement to the campaign trail, while Bush pursed his lips and deplored what he termed "personal attacks" by the Democratic candidates such as suggesting "that the President doesn't know the facts."

Ferraro held an impromptu campaign seminar on the workfloor of a Chrysler assembly plant near Rockford, Ill.

Turning to the assembly line workers gathered to greet her, Ferraro said she was "absolutely floored" by a poll showing substantial support for Reagan among workers.

"I'm not here for a photo opportunity," the Democratic vice presidential candidate said. "You're going to make a decision on who's going to run the country, I want to know why one-third of you are going to vote for Ronald Reagan."

When they found out she really meant it, some of the workers raised questions that had bothered them or their fellow workers. When some said Jimmy Carter is to be blamed for Iran, Ferraro noted all the hostages were saved. Who takes responsibility for the American deaths in Lebanon, she asked.

Straight talk

"You say Ronald Reagan believes in a strong America. Well so do Fritz Mondale and I. We want to increase defense spending, but we're not talking about paying $900 for a 13-cent nut."

On abortion, that emotional issue that has divided many voters, Ferraro responded directly: She would not have an abortion, "but if I were raped, I'm not sure I would be that self-righteous." But "that decision would be mine," she said. "I wouldn't leave it to you to make," she said pointing, "or to you or you."

She talked about the support she and Mondale had given to the federal loans and guarantees that enabled Chrysler to stay in production. "You don't turn your back" on people who have stood up for you, she chided Reagan supporters.

When she left, a pollster would have been hard put to find a Reagan-Bush voter among the several hundred UAW members who had gathered around.

Under prodding by reporters, Bush made public his federal tax returns for the three years that he has been in office.

The returns pointed up the value of the Reagan tax cuts for persons in high income brackets. In 1981, Bush paid nearly half his income in taxes. His rate dropped to 24 percent in 1982. And last year, when his adjusted gross income was $142,117, his tax bill was only $18,305—about 13 percent.

Union member retirees cited as effective political resource

The role of union retirees in the labor movement and the need to make use of their experience, talent and energy were the focus of a day-long conference sponsored by the AFL-CIO Executive Council's Committee on Retired Union Members.

Federation Vice President William W. Winpisinger, chairman of the committee and president of the Machinists, stressed that senior citizens are becoming a significant political force and have proven to be invaluable allies who are willing to donate their time and energies. He urged that unions maintain contact with their retirees through clubs and special activities.

Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland, pointed out that if the nearly 50 million Americans over age 55 would all go to the polls in November, they would represent nearly half the total vote. Two-thirds of the senior citizens do vote, he noted, and the remaining one-third "should be real targets for registration and get-out-the-vote programs."

COPE Director John Perkins told the audience of union and senior citizens' representatives that with less than six weeks until the November elections, the two groups must get the message out that despite President Reagan's image, "nice guys do not make the type of budget cuts this president has made."

William Dodds of the National Council of Senior Citizens made his first appearance as the new national director of Senior Citizens for Mondale-Ferraro. He stressed the need to get retirees to volunteer their services by contacting the state and local contral bodies. Executive Director William Hutton and Eric Shulman of the NCSC also spoke at the conference.

Bert Seidman, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, reminded the conference participants that the Reagan cuts in programs for the elderly are only part of what should be stressed to union retirees. He also noted the cuts in programs that aid children and other age groups.

Guild's wire service unit ratifies pact to aid UPI

New York—Newspaper Guild members employed by United Press International voted 454 to 164 to accept a new contract which will initially cut wages by 25 percent, then gradually restore them to current levels by the end of 1985.

The Guild's Wire Service local, which represents about 950 of UPI's 2,000 employees worldwide, renegotiated the existing contract to aid the international wire service in reducing its financial losses. The firm's management and non-union workers had already taken 25-percent pay cuts.

In exchange for the contract concessions, Guild members will receive 6.5 percent interest in the company, and a comparable amount of a new satellite-to-home broadcasting enterprise UPI is launching, plus a seat on the board of directors and a second seat on the executive committee.

EDITORIALS

A Reagan Legacy

SOME OF THE DAMAGE that President Reagan and his appointees have inflicted can be speedily repaired by a new President.

Within hours after taking office, Reagan's successor could bring in a Secretary of Labor whose concern is the welfare of workers. And a new president could quickly appoint an OSHA administrator who refuses to compromise health and safety in the workplace, who believes that textile workers and chemical workers also have a right to life.

Because of overlapping terms, it would take longer to restore the National Labor Relations Board to its traditional role as an impartial enforcer of federal labor law. But in time it would be done, just as the Reagan Administration was gradually able to put its pro-employer stamp on the present NLRB.

But Supreme Court appointments are for life, and that's one big reason why a second Reagan term would be such a disaster for the nation.

THE LAST Democratic Administration had no Supreme Court vacancies to fill, which is highly unusual. President Reagan was able to make one appointment, which tilted a middle-of-the-road court to the right.

But almost certainly, the age of the present Supreme Court justices will allow the next president to make appointments that will shape the direction the court is to take for a generation to come.

As of next month, five of the nine justices will be 76 or older. The two youngest, it happens, are the most conservative. The names that have been mentioned as potential Reagan appointees to the Supreme Court include right-wing ideologues who have made clear their desire to overturn landmark decisions of the past and move the clock back.

The one-man, one-vote concept established by the Warren Court could then be reversed, a Reagan supporter gleefully suggested in a recent public radio discussion. In fact, he went on to suggest that a more conservative court might quite seriously question whether the Bill of Rights prohibitions against Congress passing laws abridging basic freedoms are necessarily binding on states.

Judging by the Republican Party platform, Walter Mondale isn't out of line in suggesting that Rev. Jerry Falwell's doctrines would be strongly reflected in a Reagan-appointed Supreme Court.

To a lot of people, that would be all to the good. But to most of us, it's pretty scary.

Bitter Brew

GOOD UNION MEMBERS don't drink Coors beer. The AFL-CIO boycott has nothing to do with the extreme right-wing views of the Coors family. It has everything to do with the rights of workers who until 1977 were employed at the firm's Colorado brewery under a union contract.

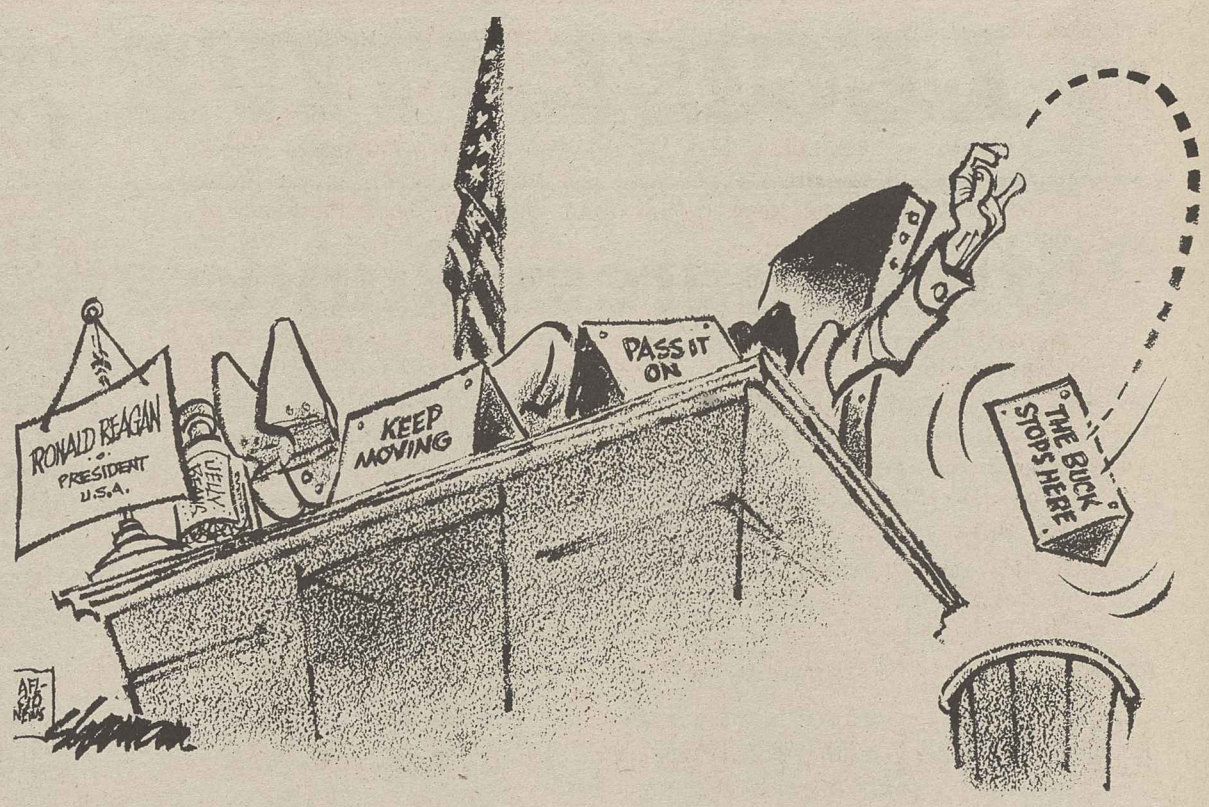
They struck that year because management refused to renew the contract unless they gave up protections they had achieved in past contracts—such bread-and-butter issues as seniority in shift assignments, job bidding, layoffs and recalls.

They struck because the company sought a contractual right to compel any worker to take a lie detector test or submit to a body search.

They struck because the Adolph Coors brewery, in the words of a complaint issued at the time by the Denver office of the National Labor Relations Board, sought "to discredit, undermine and subvert" their union.

The strike was by a local union directly affiliated with the AFL-CIO, but it quickly became the cause of the entire labor movement. It still is.

The strike was broken by a decertification election in which strikers were not allowed to vote. The boycott was not broken. Nor will it be.



Washington Window

Minorities, poor fall victim to sacking of safety rules

By Press Associates, Inc.

The Reagan Administration's many-sided assault on environmental and job health and safety protections is well documented. But less is known about the disproportionate impact on minority and low-income Americans.

Just as President Reagan's budget cuts and tax changes have been most harmful to minorities and the poor, so have his weakening and non-enforcement of environmental and workplace health rules, according to a report by the Urban Environmental Conference, an alliance of labor, minority and environmental organizations.

Titled "Reagan, Toxics and Minorities," the report again raises the issue of fairness, which has become central in the 1984 elections.

The 57-page report focuses on five areas which disproporationately affect minorities' health. It said that minority workers are hit hardest by failures in workplace health and safety regulations since they are often forced by economic circumstances and discrimination to take hazardous jobs.

Black workers face 37 percent more risk of illness and 20 percent more risk of death due to their jobs than white workers. They are 50 percent more likely to be severely disabled from job injuries and illnesses.

Callousness

The elimination of federal safety and health grants aimed at minority worker education and training under Reagan's OSHA was cited as an example of the Administration's insensitivity.

OSHA's backpedaling on standards to protect workers from life-threatening exposure to toxic substances often disproportionately affects minorities. An example is the Administration's moves to emasculate the 1978 cotton dust standard through "cost benefit" review. Cotton dust, which causes brown lung, is a minority health problem since 25 percent of all textile workers, and up to 60 percent in some areas, are black.

Even after a Supreme Court ruling in favor of worker protection more than two years ago, the case is still being dragged out by the Administration.

The report also noted that:

- Minorities tend to live in those areas with the most serious toxic pollution problems—urban, industrial communities exposed to air and water pollution, or rural areas poisoned by pesticides.

Minorities suffer

Existing and proposed hazardous waste dumps are poorly regulated by Reagan's Environmental Protection Agency, and the burden of contaminated groundwater often falls on minority communities. A General Accounting Office report found that three of every four toxic dumping sites in the Southeast were in communities where blacks are a majority.

- Lead, a highly toxic substance found in paint, gasoline, food and its containers, endangers the health of nearly 8 million urban children, most of them black. The Administration engineered large cuts in lead screening programs for children and stalled gasoline lead content standards.

- Of the nation's 5 million migrant and seasonal farm workers, 75 percent are Hispanic and 20 percent are black. Pesticide poisoning is probably their biggest occupational health problem.

The Reagan EPA is allowing increased use of pesticides under special exemptions, failing to enforce existing protections.

- Many American Indians are endangered by their proximity to abandoned uranium mill tailing sites. The Reagan EPA ignored cancer risk estimates in setting its weak standard for radon exposure from these sites in Indian reservations.

These and other findings led to the report's conclusion that "in his health and safety policies, as in other areas, President Reagan has violated the civil rights of minority Americans and made a lasting contribution to the perpetuation of inequality and unfairness in the United States."

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LEGISLATIVE ALERT!

98th Congress: Rundown on Workers' Issues

As the 98th Congress moved toward adjournment, its legacy of legislative achievements for America's workers is a mixed bag. More often it was GOP defiance or threats of Reagan vetoes that prevented congressional action on legislation to help working families, the unemployed, protect worker rights, assist the elderly or aid the disadvantaged. Unions fought pitched battles with Reagan lobbyists and congressional conservatives over the right-wing legislative agenda to turn back the clock on labor standards by 50 years. When we won, it was grass-roots lobbying that often made the difference. Where we lost ground, credit Reagan and his right-wing congressional cronies. What follows is a snapshot report card on the 98th Congress.

Workers' Rights

Bankruptcy Law Reform—to reverse the Supreme Court "Bildisco" decision in order to protect union contracts—enacted into law **despite opposition from Hatch, Thurmond, Helms, etc.**

Hobbs Act Amendment—a conservative scheme to have feds police picket line conduct. Blocked in committee **despite best efforts of Senate right-wingers, East, Grassley, Thurmond, etc.**

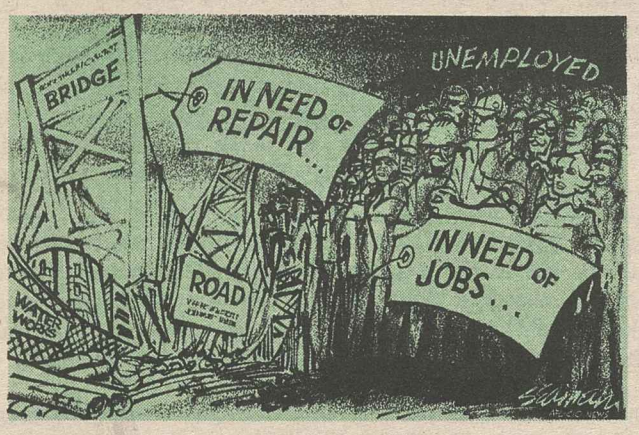
Union Political Rights—**Sen. Helms's** efforts to silence political voice of unions. Beaten badly in Senate.

Subminimum Wage for Youth—legislated wage discrimination. Even **White House lobbying** couldn't get a Senate floor vote for Sen. Percy's pet project.

Davis-Bacon—a **right-wing Republican attack** on this federal fair wage law was beaten decisively on the House floor, thanks to the Democrats.

Plant Closing Protections—stalled in House; **opposed by GOP in House and Senate.**

Product Liability Bill—a **Reagan-backed, Republican-sponsored** "take away" of legal rights for injured workers. Pending floor action in the Senate.



Unemployed Workers

Mortgage foreclosure assistance for the jobless—passed House; **killed by Senate Republicans as Reagan threatened veto.**

Health care coverage for the unemployed and their families—passed House; **killed by GOP Senate as Reagan threatened veto.**

Unemployment Benefits — a Democratic-sponsored expansion of this program to help the long-term jobless was **scaled way back by Senate GOP efforts.**

$3.5-billion Jobs Bill—to create 350,000 jobs in repair, maintenance, and restoration of public facilities. Passed House; **killed in Republican Senate.**

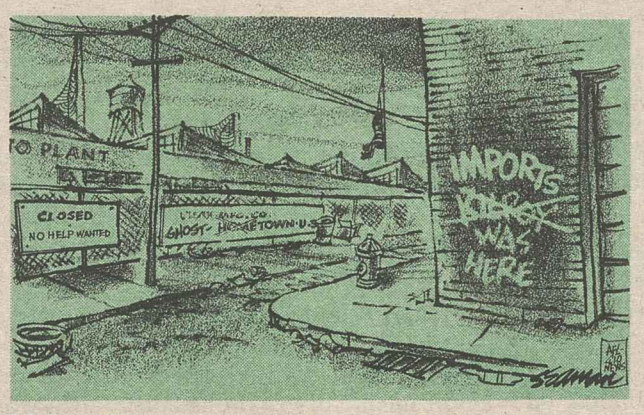
Industrial Policy—a plan to make sense out of national economic policy-making and provide financial assistance to ailing and developing industries. Reported by House committee; **House and Senate Republicans opposed it.**

Immigration—curb on illegals who take jobs from U.S. workers. House passed crippling amendments slowed bill; House-Senate conference in deadlock.

Trade

Domestic Content Bill—to put limit on auto imports and restore American auto industry jobs. Passed House; **smothered by Republicans in Senate Commerce Committee.**

Caribbean Basin Initiative — as imports surged, this **Reagan scheme** will export more



U.S. jobs by letting in even more cheap imports. Enacted into law thanks to defections by House Dems.

Trade Adjustment Assistance — as U.S. trade deficit reached record levels this bill would have expanded retraining assistance program for workers made jobless by imports. Passed House; **cut back by tight-fisted Senate Republicans.**

Buy American — amendment to weaken made-in-USA preference in highway construction bill. **Passed by GOP-controlled Senate,** rejected by Democratically controlled House.

Budget and Taxes

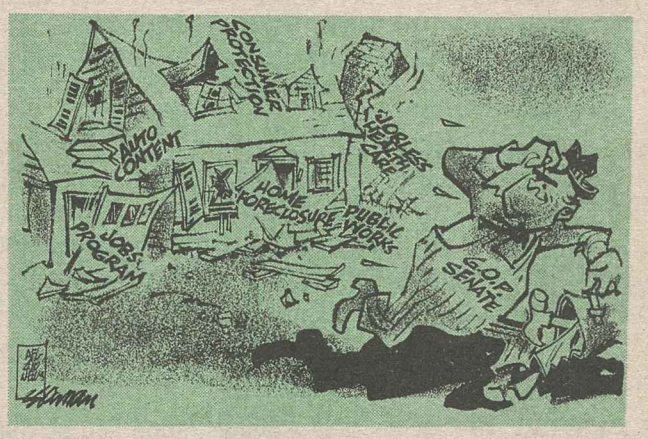
Balanced-Budget Amendment — **Reagan's gimmick** to decimate domestic spending programs and scar the U.S. Constitution. Pending in Senate; no action likely in House.

$700 Tax Cap—as budget deficits zoomed, a Democratic Initiative to regain lost tax revenues from the wealthy who reaped bonanza from Reagan tax cuts. Passed the House; **killed by GOP Senate.**

Tax Withholding—loophole closing reform to raise revenues and reduce budget deficits by making wealthy and corporations pay their fair share of tax on dividend, interest earnings. Enacted into law in '82, repealed in '83.

Enterprise Zones—another $1 billion tax giveaway for big business even as budget deficits neared record $200 billion level. **Passed GOP Senate;** derailed by House Democrats.

Taxing Fringe Benefits—**Reagan's scheme**



to tax worker's health benefit plans to balance the budget. No congressional action taken.

Aid to Education—Senate and House Democrats tried to restore steep Reagan cuts in education by **Senate Republican budget scalpels prevailed.**

Tuition Tax Credits—another **Reagan move** to undercut national commitment to public education and drain the U.S. treasury of about $1 billion a year in revenue; killed in Senate.

Elderly, Consumers, Civil Rights

Social Security—**Reagan's plan** to cut $82 billion in benefits was scrapped early, but 1983 financing reform bill was amended to increase the retirement age and early retirement penalty.

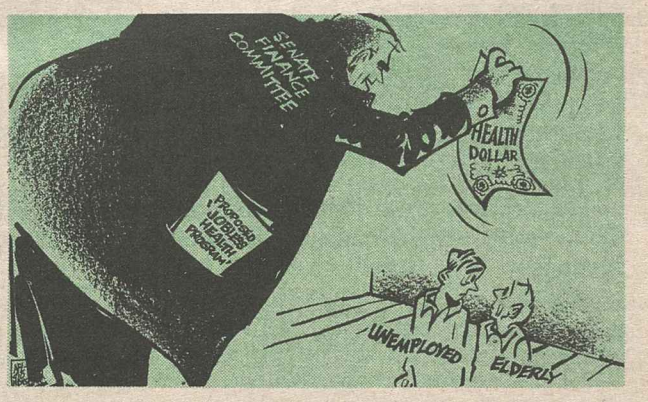
Medicare—**cost increases pushed through by GOP Senate** scrambling to cut Reagan budget deficits.

Natural Gas Decontrol—**Reagan's plan** to accelerate deregulation would cause even higher energy prices. Even Senate Republicans wouldn't go for it.

Alaska Oil Exports—**Reagan-backed flimflam** to sell cheaper U.S. oil to Japan so we could import more OPEC oil. Stopped by House; bill still in conference.

Higher Phone Bills—**Reagan plan** to let telephone companies charge a $2-$10 monthly access fee for long distance service. House

'Jump!'



Democrats' bill to block it **rejected by GOP Senate.**

Fighting Discrimination—bill to overturn Supreme Court "Grove City" on sex discrimination. Implications for other civil rights laws. Easily passed House; killed in Senate by **Republican majority.**

Ban on Insurance Discrimination—thwarted by crippling amendments when reported by House committee thanks to **GOP-Insurance Lobby teamwork.**

Martin Luther King Holiday—**Reagan flip-flopped** on this, finally signed it into law despite one-man stand against it by Sen. Helms.

A New ERA—introduced in House but no action as **Sen. Hatch** turned Senate hearings into a year-long circus.

AFL-CIO news

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Workers lead surge to Mondale

Baltimore rally protests Reagan trade policy for failing to curb job-gutting imports of clothing and textiles.

Debate flaws hurt Reagan, tighten race

By David L. Perlman

In America's workplaces, a strong surge of support for the Mondale-Ferraro candidacy is transforming the presidential election.

That's the word COPE Director John Perkins was getting in the aftermath of the Mondale-Reagan debate. It came from shop stewards and COPE volunteers, local and international union officers.

Walter Mondale's clear superiority in the nationally televised matchup with President Reagan had an "immediately visible impact" on the campaign, Perkins said. It solidified Mondale's support among traditional Democrats, strongly swayed many who had been uncertain or apathetic about the election, and raised doubts among some workers who had declared themselves Reagan supporters.

Television and newspaper reporters were finding a similar reaction among other segments of the electorate.

There was an astonishing consensus among Democratic and Republican strategists, and among columnists and commentators across the liberal-conservative spectrum, that Mondale outshone the President.

Reagan flubs

Where Reagan fumbled questions from a panel of reporters and stumbled into obvious errors of fact, Mondale showed his solid grasp of the issues and projected himself as alert and able.

For the first time, millions of potential voters were able to hear both candidates respond to the same questions on matters as complex as the budget, as emotional as abortion and religion, as important as leadership.

The issues of foreign affairs and military goals, although touched on briefly, will be the subject of the second and final debate, to be held Sunday, Oct. 21. It will also be sponsored by the League of Women Voters.

As the AFL-CIO News was going to press, the vice presidential debate between Geraldine Ferraro and incumbent George Bush was about to get under way. The Reagan campaign staff had originally sought to downplay the matchup insisting that the election was for the presidency. But after the Reagan debacle, the GOP's hope was that Bush could stem the hemorrhage of voter support by at least holding his own.

In the most direct clash between the two

Continued on Page 4

Social security coalition assails Reagan's record

By Susan Dunlop

Ronald Reagan broke his 1980 campaign promise not to cut social security, so his latest eleventh-hour campaign pledge not to slash benefits further is "less than honest," members of Congress and representatives of labor, the elderly and women's groups charged.

At a news conference in the U.S. Capitol, Rep. Claude Pepper (D-Fla.) and Sen. Daniel P. Moynihan (D-N.Y.) sharply challenged President Reagan's assertions—made in the national debate with Democratic Presidential nominee Walter Mondale—that his Administration had not tried to gut the social security program.

Despite campaign pledges not to cut social security benefits or Medicare, President Reagan moved swiftly after his election to seek massive cuts in benefits, Pepper charged.

While a storm of protest stopped the most drastic of Reagan's proposals, about $19 billion in benefit cuts were enacted at the Administration's insistence, Pepper pointed out.

The President's new promises not to cut social security benefits must be weighed against the record of the 1980 promises that "were not kept," Pepper said. "Those who depend on social security and Medicare can hardly afford to gamble on so slender a reed as to depend on promises that have been so easily broken as in the past," he added.

Moynihan noted that supporters of the social security program "have had to fight" doom and gloom predictions from the Reagan Administration as to the permanence of "the right of Americans to their earned retirement and medical benefits under social security."

Whatever happens in the election, Moynihan said, Congress "is going to see that those rights are met."

AFL-CIO Vice President William W. Winpisinger stressed that the issues of social security and Medicare concern not only retirees, but also younger workers counting on those programs when they retire.

Less than honest

Citing Reagan's 1981 proposals for a 25 percent slash in social security and "savage" cuts in Medicare and disability, Winpisinger charged that the President's new round of promises not to gut the programs are "less than believable." Reagan "has misled us before, and he's being less than honest with the American people," he charged.

Winpisinger, who is president of the Machinists, chairs the AFL-CIO's Committee on Retired Union Members.

National Council of Senior Citizens President Jacob Clayman, ticking off Rea-

Continued on Page 3

100,000 protest job-destroying Administration

Clothing & Textile Workers members and other unionists turned out 100,000 strong in demonstrations across the country to protest Reagan Administration trade policies that have unleashed a flood of job-destroying textile and apparel imports.

The 58 demonstrations in 27 states were organized Oct. 10 by ACTWU local unions to dramatize the beating their industries have taken from imports and to underscore President Reagan's failure to honor a 1980 campaign promise to protect their jobs from trade-related destruction.

At a news conference to launch the day of demonstrations, ACTWU President Murray Finley and Sec.-Treas. Jack Sheinkman stressed that as a candidate, Ronald Reagan had promised Republican Sen. Strom Thurmond from the textile state of South Carolina that as president he would preserve American jobs in the textile and apparel industries.

But Reagan quickly broke that promise, the ACTWU officers said, "through a combination of actions and inactions directly affecting foreign trade," that have cost the jobs of nearly half a million textile and apparel workers just since he entered office.

"Our industry is being eaten alive by imports from low wage countries because our President has failed to keep the promise he made to achieve orderly international trade," the union officers charged.

Continued on Page 14

House, Senate contests heating up

Democratic candidates for the House and Senate had a lot to cheer about after the Mondale-Reagan debate changed the script for the presidential election.

If the debate had propelled Reagan to a runaway victory in November, as the polls threatened, the fallout almost certainly would have affected the marginal congressional contests.

It could have been another disaster for working Americans.

Four years ago, Reagan's presidential victory helped the Republicans become the majority party in the Senate for the first time in 28 years. It helped the GOP gain 33 House seats, leaving the Democrats with a small paper majority but passing effective control to a conservative bloc.

With such a Congress, it took only a few months for the Reagan White House to push through a recession-breeding economic program that brought double-digit unemployment to America's workers.

Democratic comeback

Two years later, a 26-seat Democratic gain in the House broke the Reagan majority and forced at least a partial correction in course. A few repairs were made in the tattered safety net. Give-and-take negotiations again became part of the legislative process.

The Senate was less affected. While all 435 House members stand for election every two years, the six-year terms for senators result in approximately one-third of the Senate being chosen in each congressional election.

In 1980, with Reagan on the ballot, Democrats held 24 of the 34 seats at stake and lost half of them. In 1982, their comeback year, they held 19 of the 33 Senate seats at stake. The party lineup after the election was unchanged at 54 Democrats to 46 Republicans, although there was a modest gain for mainstream Democrats.

This year, the pattern is reversed and

Continued on Page 2

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10/13/84

Housing trust merger wins SEC approval

The Securities & Exchange Commission has approved the merger of the AFL-CIO's two investment vehicles—the Mortgage Investment Trust and the Housing Investment Trust—enabling the combined new trust to launch a national effort to stimulate union-built and financed housing.

In its Oct. 1 order, the SEC specifically found that the terms of the merger are "fair and reasonable" and "consistent" with the investment policies of each trust.

The SEC's action followed the decision by boards of the two trusts to combine their resources for more effective operation. The 20-year-old MIT has not been accepting new participation due to tax problems that have since been resolved in the trust's favor.

The HIT was established in February 1983 as a separate and distinct entity to serve as a vehicle for the investment of union funds and qualified pension funds in union-built housing—presently emphasizing single-family units. The MIT lent the bulk of its funds for multi-family construction.

In its first year of operation, the HIT has grown to about $45 million in participants' investment. MIT's portfolio was valued at approximately $60 million at the end of September. Thus, the new trust resulting from the SEC-approved merger has more than $100 million in assets.

Jobs generated

During its 20-year life span, MIT underwrote some $450 million in new construction, providing more than 26,000 new union jobs, generating $100 million in tax revenue, and adding about 15,000 units to the nation's housing stock.

John Evans, the trust's chief executive officer and financial manager, pointed out that the long-term loans in which the trust invests are federally insured.

The expanded trust, which keeps the name Housing Investment Trust, makes its loans at market rates so that the yield to pension funds is competitive with alternative investments. Most recent yields have been around 11 percent, Evans said.

To date, the HIT has negotiated $41 million in long-term mortgage financing for single-family housing and nursing homes in various parts of the country. Projects that have been funded or await funding are situated in Cleveland, Oriskany, N.Y., Boston, Long Island, Honolulu, Minneapolis, and Minnetonka, Minn., and Des Moines, Wash.

At its meeting in August, the HIT board voted to expand from 17 to 21 members to increase the number of organizations and industries represented. When all seats are filled, the board will include 10 union trustees, 10 management trustees, and a neutral chairman.

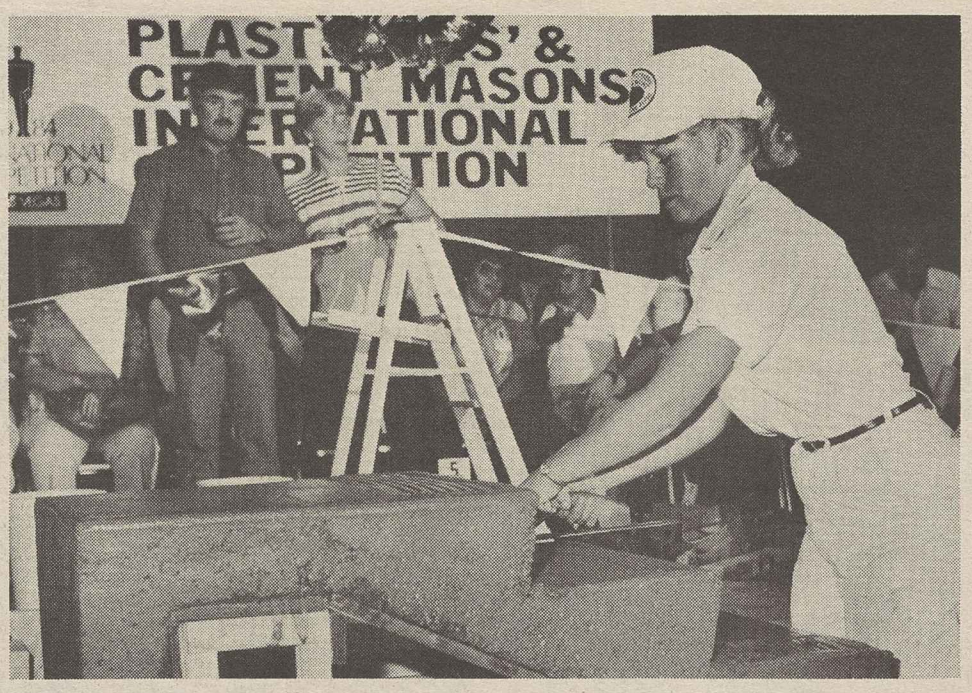
Labor trustees

Currently, the labor representatives are AFL-CIO President Lane Kirkland, Sec.-Treas. Thomas R. Donahue, Carpenters President Patrick J. Campbell, Service Employees President John J. Sweeney, Bakery, Confectionery & Tobacco Workers President John DeConcini, Operating Engineers President J. C. Turner, and President Robert Georgine of the AFL-CIO Building & Construction Trades Dept.

Management members include Bernard Young, Prudential Building Maintenance Corp.; George Miller, Mason Contractors Association of America; H. D. LaVere, Thunderbird Homes; Marvin S. Gilman, Renewal Planning Associates Inc., and Peter Ellis, a management consultant for the Operating Engineers' health and welfare fund and for the Laborers' trust fund.

Floyd H. Hyde, former Under Secretary of the Dept. of Housing & Urban Development, is the neutral chairman.

For more complete information about the Housing Investment Trust, including charges and expenses, prospective investors should send for a prospectus to the AFL-CIO Housing Investment Trust, 815 - 16th St. NW, Washington, D.C. 20006.



Finishing touch

Apprentice Sherry Mitchell of Salt Lake City perfects a test project at the Plasterers & Cement Masons first international contest in Las Vegas, Nev. The 37 finalists participating in competition were winners of local and state apprenticeship contests in the United States and Canada. Taking the first-place prize for plasterers was Glen K. Forman of Fresno, Calif., and Mark Gonzalez of Castroville, Calif., took first place in the masons division.

Textile union assails Reagan for assault on job safety law

Toronto—The Reagan Administration's campaign to cripple the federal job safety law came in for scathing criticism at the United Textile Workers convention here.

In a resolution approved by the 250 delegates, the convention charged that Occupational Safety & Health Administration investigations have declined sharply during the Reagan years, thus endangering the lives of UTW members and other workers.

Many UTW members work with synthetic fibers or are exposed to asbestos or cotton dust and are likely candidates for cancer and related illnesses if levels are unchecked.

UTW President Francis Schaufenbil called defeat of President Reagan in this year's election of critical importance to the union's members. Convention delegates heartily endorsed the Walter Mondale-Geraldine Ferraro Democratic ticket, and pledged to turn out the union's vote in November.

AFL-CIO Sec.-Treas. Thomas R. Donahue and Sec.-Treas. Shirley Carr of the Canadian Labor Congress warned of planned attacks on labor programs in their respective countries if a further swing to the political right occurs.

Other speakers included Rick Hundley, labor coordinator for striking members of the Air Line Pilots at Continental Airlines, and UTW General Counsel D. Bruce Shine.

In a report to delegates, Schaufenbil described the union's financial situation as healthy. He spoke of the need to redouble organizing efforts in the face of anti-labor campaigns by management and a National Labor Relations Board dominated by Reagan appointees who have tilted the board against workers.

Both Schaufenbil and Sec.-Treas. William Foley were re-elected to new four-year terms. Fifteen vice presidents also were elected.

USWA drops banks aiding Phelps Dodge

Pittsburgh—The Steelworkers stepped up their corporate campaign against Phelps Dodge Corp. and pulled $11.5 million in strike-funds investments from two major banks that lend money to the giant anti-union copper producer.

USWA President Lynn Williams said the union withdrew $10.8 million from Chase Manhattan Bank and $750,000 in securities from Manufacturers Hanover Trust Co. The funds will be moved to other banks.

The withdrawals are part of a multi-union campaign, launched in August, to urge institutional creditors to examine their business dealings with the company where 13 unions have been on strike for 15 months. The USWA has the largest number of members in the dispute.

Williams said the USWA decided to pull out its money following meetings with the two banks to question their continued loans to Phelps Dodge at a time when the company has lost millions of dollars.

"As a matter of sound financial principle," he said, "we should not keep our funds in any institution which has such a dubious loan policy."

Meanwhile, voting in a decertification election supervised by the National Labor Relations Board began at four Phelps Dodge plants in Arizona.

NLRB ruling

Earlier this year, the NLRB regional office in Phoenix ruled that Phelps Dodge strikers—who were permanently replaced by the company—could not vote in the elections, but some 2,000 scabs can.

The unions have appealed the NLRB's decision barring the Arizona workers from participating in the elections as well as a similar ruling applying to the company's El Paso, Tex., facility, where a decertification election has been held.

Results will not be announced until after the NLRB rules on the appeals.

Unions striking Phelps Dodge, in addition to the Steelworkers, are the Boilermakers, Carpenters, Chemical Workers, Electrical Workers, Machinists, Operating Engineers, Painters, Plumbers & Pipefitters, Railway Carmen, United Transportation Union, Morenci-Clifton Metal Trades Council and the unaffiliated Teamsters.

House, Senate contests heating up

Continued from Page 1

the Republicans have 19 Senate seats on the line to 14 for the Democrats. Early this year, Democrats saw an outside chance of achieving the six-seat gain needed to take control of the Senate. Mondale's improved presidential prospects again make that a possibility, although admittedly remote.

The boost from the debate "will change the course of Senate races," a Democratic campaign official told the New York Times. His Republican counterpart acknowledged that some Senate seats the GOP hopes to win "if the President has a tremendous victory" would "become very iffy for us" if Reagan's margin shrinks.

Role of voters

Registration of new voters and turnout at the polls will clearly affect the election outcome—in some cases, determine it.

Four years ago, 54 percent of voting age Americans cast presidential ballots. That compares with 54.4 percent in 1976 and 55.7 percent in 1972—and with the 38 percent turnout in the 1982 congressional elections.

Voter registration has been a high priority this year for both parties and for committed groups ranging from the labor and civil rights movements to the Moral Majority and an array of single-issue organizations. The Republican Party, its coffers overflowing, has pumped $8 million and getting them registered. The Demo- into identifying potential Reagan voters— cratic budget is half that amount.

A number of states have made registration easier, as the AFL-CIO has long urged. In Illinois, where voters once had to go to county registration offices during specified hours, volunteers are now able to register new voters in door-to-door canvassing. In downstate communities, Republicans have been countering with television and radio commercials carrying the message, "Don't let Chicago's politicians decide the election."

In southern states, where black organizations have been pressing voter registration, the Reagan campaign has been active in pushing up white registration.

Because registration is not by party in many states, the tally for new registrants can't be accurately compiled. Pre-debate samplings of newly registered voters found Reagan leading Mondale—but by less of a margin than among the total voter potential. Among new voters, according to the Washington Post-ABC News poll, 36 percent say they are Democrats, 25 percent say they are Republicans and 35 percent call themselves independent.

State contests

Almost lost sight of in the focus on the national election are the state battles, which in bread-and-butter terms are so vital to a large segment of the trade union movement. The impact on public employees is obvious. But construction workers are affected by prevailing wage laws, industrial workers by occupational health and safety standards, and all workers by issues ranging from "right-to-work" laws to unemployment benefits and workers compensation.

All but six states will elect one or both houses of the legislature. Alabama, Louisiana, Maryland, Mississippi, New Jersey and Virginia are the exceptions.

Thirteen states will choose governors. Democratic-held governorships are up in Arkansas, Montana, North Carolina, Rhode Island, Utah and West Virginia. Republican governorships are at stake in Delaware, Indiana, Missouri, New Hampshire, North Dakota, Vermont and Washington.

States where incumbent governors cannot suceed themselves or are not seeking re-election are obvious candidates for turnover.

Party labels

Party labels have less of an impact at the state level. Thus in traditionally Republican Vermont, former Lt. Gov. Madeleine Kunin, a COPE-endorsed Democrat, is a strong contender to replacing the retiring Republican governor, Richard A. Snelling. Likewise, normally Democratic Rhode Island and West Virginia are targets of strong Republican efforts this year. In both states, incumbent Democrats are not running for re-election.

In all contests—for Congress as well as state office—incumbents start with a big advantage and most will be re-elected.

Ticket-splitting is common and voter identification with political parties has clearly slipped.

Nevertheless, the top of the ticket has an influence and there are perhaps 75 House districts and possibly 10 Senate contests that are seen as two-party battlegrounds.

Clear choice for nation

IUD delegates press support for Mondale

Hollywood, Fla.—The nation faces a clear choice between another damaging Reagan term or a course of "sustained growth, full employment, peace and a decent fair society" with the election of Walter Mondale and Geraldine Ferraro, the AFL-CIO Industrial Union Dept. declared in a key convention resolution.

The measure adopted by the department's 16th biennial convention stressed that, along with the top of the Democratic ticket, "we must elect a Senate majority and a reliable House majority able and willing to address the needs of the vast majority of Americans who have been left out in the anti-worker, anti-women, anti-children and anti-minority program of Reagan and Reaganomics."

Mondale and Ferraro offer "leadership to a better future" and stand for fairness, jobs, a strong defense, workers' rights and a strong, competitive industrial economy, the IUD resolution stressed.

In contrast, it ticked off the Reagan Administration's record on the issues:

- The worst period of unemployment since the Great Depression.
- White House leadership and encouragement in union-busting.
- Widening gaps between rich and poor Americans and hastening of the decline of America's middle class
- The highest federal budget deficits, trade deficits and interest rates in history.
- Undermining protections for worker safety and health and attacks on major labor standards.

Industrial policy

IUD President Howard Samuel, in his keynote address to the convention, said the nation urgently needs an industrial policy to cope with many of its worst economic woes. But he warned that no such help could be expected from a second Reagan Administration.

"The effects of Reagan's economic policies have made long-term trends even worse," Samuel declared. "High interest rates, high deficits and an over-valued dollar have put our entire economy under pressure."

The nation's import-battered manufacturing sector is "in trouble" and won't improve "until we change our attitudes about our role in the international economic area and about the relationship between government, labor and industry," he warned.

AFL-CIO President Lane Kirkland also focused on the failures of the Reagan Administration, charging in his address to the delegates that the nation "has been on the wrong road for four years."

"Mr. Reagan would like you to believe that he had nothing whatever to do with any recession—but the recovery is all his, the product of his hands-off, free-market economic policies," Kirkland observed.

He warned that while the economy appears active, manufactured imports are pouring in and "a lot of money is changing hands, but it's all in one direction: out. A lot of jobs are being created—in other countries."

The nation has a choice between letting other nations "dictate our economic future . . . in which working Americans will see their incomes and living standards decline" or establishing "sensible industrial policy, coordinated with a rational trade policy," to create decent, well-paying jobs and a secure future for middle class working men and women, Kirkland said.

The agenda of the convention included four panel discussions on topics of major concern to the department, augmented by the adoption of resolutions on the issues. The panels were:

- Labor-Management Relations, chaired by Electrical Workers President Charles H. Pillard, with Service Employees President John J. Sweeney and Clothing & Textile Workers Sec.-Treas. Jack Sheinkman.
- Health and Environment, chaired by Operating Engineers President J. C. Turner, with Eula Bingham of the University of Cincinnati, President Joseph M. Misbrener of the Oil, Chemical & Atomic Workers, American Lung Association President Jeanne Malchon and Machinists President William W. Winpisinger.
- Industrial Policy, chaired by President Samuel, with former Labor Sec. Ray Marshall, President Sol C. Chaikin of the Ladies' Garment Workers, Eddie Williams of the Joint Center for Political Studies, President Lynn Williams of the Steelworkers, Rep. John LaFalce (D-N.Y.) and Transport Workers President William G. Lindner.
- Organizing, chaired by Rubber Workers President Milan Stone, with IUD Sec.-Treas. Elmer Chatak, Don A. Zimmerman, member of the National Labor Relations Board, and former NLRB General Counsel William A. Lubbers.

Samuel and Chatak were re-elected to new two-year terms of office, and the delegates also re-elected 22 vice presidents. Newly elected as vice presidents were Government Employees Executive Vice President John Sturdivant and ILGWU Sec.-Treas. Jay Mazur.

At Capitol Hill press conference, IAM President William Winpisinger assails Reagan's broken promises on social security and Medicare.

Coalition leaders challenge Reagan on social security

Continued from Page 1

gan's broken 1980 campaign pledges against the Administration's actions after it took office, called the President's new round of promises, a "political deathbed conversion exactly four weeks before election."

NCSC members "have little faith" in promises made by Ronald Reagan" because he has shown that they can be "broken as quickly as he makes them."

AFL-CIO Social Security Director Bert Seidman pointed out that Reagan had been a foe of social security even before becoming President, "saying he preferred a private system."

The "draconian" cuts the Administration has sought, Seidman said, are "well in line" with that philosophy.

Former Social Security Commissioner Robert Ball warned that "in addition to the question of believability," Reagan's latest statements do not include a pledge to maintain cost of living increases or to keep hands off Medicare, the government health plan to aid the elderly.

Former Health, Education & Welfare Sec. Arthur Flemming called the social insurance system "a compact with the American people." It requires a "president who will live up to" that compact. Flemming is a chairman of the labor-supported Coalition to Protect Social Security.

President Reagan, he charged, either "does not believe in social insurance or does not understand it."

Other speakers at the press conference included Auto Workers Legislative Director Dick Warden, Jack Ossofsky of the National Council on Aging, Mel Glasser of the Health Security Action Council, Linda Tarr-Whelan of the National Education Association and Maxine Forman of the Women's Equity Action League.

Health care unions hit NLRB ruling

Leaders of unions representing health care workers called for a full congressional review of a recent National Labor Relations Board decision they say will result in increased labor strife and deny hospital workers the right to organize.

At a hearing of the House Subcommittees on Labor-Management Relations and on Manpower & Housing, the union witnesses agreed with Service Employees President John J. Sweeney that the NLRB's August decision involving St. Francis Hospital in Memphis represents "a triumph of ideology over law."

In that decision, the Reagan-appointed board majority overturned a longstanding NLRB policy on the way appropriate bargaining units are determined. The board sided with an employer that had adamantly refused to bargain with Electrical Workers Local 474 which had won a representation election for a unit of 43 maintenance workers.

"It illustrates better than any other case the present dangerous trend of presidential appointees who are out to subvert the law they are sworn to uphold," Sweeney charged.

Report adopted

At the hearing, called to monitor the effectiveness of the nation's labor law, the Labor-Management Relations panel adopted a report on the failures of the National Labor Relations Act. It also pointed out that the St. Francis decision has created great uncertainty about the status of bargaining relationships in health care.

"The decision will undoubtedly cause confusion and instability in health care bargaining units for years to come," the panel observed.

In its August decision, commonly called St. Francis II, the NLRB not only repudiated all board precedents in regard to health care bargaining units since the 1974 amendments to the NLRA, but offered only vague speculation as guidance to the direction the board would take in future hospital representation cases. A big backlog of such cases await NLRB action.

The 1974 amendments extended coverage of the NLRA to non-profit hospitals for the first time. Congress inserted several unique provisions requiring union notice on strikes and picketing as well as special contract notice and mediation procedures. And although it was not written into the law, Congress issued a warning against the "proliferation of bargaining units."

The result has been far fewer such units in the health care field than in other industries, a fact that makes it more difficult for unions in the field to organize.

Since 1974, health care workers could organize and win union certification in any of seven appropriate units—physicians, registered nurses, other professional employees, technical employees, business office employees, service and maintenance workers, and skilled maintenance employees—provided they could prove the existence of the requisite "community of interest" on the job.

St. Francis II reversed that standard, and stipulated that in the future bargaining units will be decided on a basis of "disparity of interest" and divided strictly along professional and nonprofessional lines unless disparity can be shown. The NLRB established no guidelines and said future decisions will be made on a case to case basis.

Strikes foreseen

President Henry Nichols of the Hospital & Health Care Employees stressed that the 1974 amendments were an attempt to avoid strikes in the industry, but the NLRB's latest actions will "guarantee strikes" as the only way for workers to organize.

Sweeney said employees won't sit and wait for the NLRB to make a decision on whether they can organize but will take some kind of self-help action.

Donald S. Wasserman, director of collective bargaining services for the State, County & Municipal Employees, charged that the decision will impede organizing in the private sector. The burden of proof that there is a disparity of interest will fall on the employees, he warned.

Job illness legal aid plan launched

The Industrial Union Dept. and a group of its member unions have formed an Occupational Health Leagal Rights Foundation to help gain fair compensation for workers harmed by work-place exposure to toxic substances.

IUD President Howard D. Samuel said the foundation will aid in coordinating and supporting lawsuits brought on behalf of these workers. Another goal is to encourage companies to remove workplace health hazards by making their continuation a potential major financial burden.

Samuel said the foundation initially will become involved in compensation cases where an important legal precedent could be established, cases involving hazards from toxic substances not previously associated with the occupational diseases, and cases on behalf of workers who have been unable to obtain adequate legal representation.

State workers' compensation systems, Samuel charged, generally fail to live up to the concept that workers should have a means of obtaining fair and adequate compensation for work-related injuries and illnesses without having to bear the costs and delays that go with lawsuits.

He said the foundation will work to educate workers about workplace hazards, where to seek assistance and how to enforce their rights.

Steelworkers President Lynn R. Williams and Clothing & Textile Workers Sec.-Treas. Jacob Sheinkman are on the foundation's board of directors, which is still being expanded.

Samuel said funding for the program will come from unions and other groups, with possible additional funds coming from a small percentage of the costs recovered in successful law suits backed by the foundation.

Walter Mondale signals victory at downtown Pittsburgh rally.

Workers lead surge

Debate victory spurs Mondale's campaign

Continued from Page 1

presidential candidates, Mondale ripped into Reagan's record of broken promises on social security.

In debating President Carter four years ago, Reagan had scoffed at the suggestion that he would cut Medicare. "There you go again," was his much-quoted jibe at Carter. But in fact, Mondale noted, Reagan did indeed propose and partially succeed in reducing Medicare benefits.

He did push through some social security cutbacks, including a cutoff of benefits to surviving children attending college. And he proposed deep cuts that Congress rejected, Mondale noted. The rejected proposal included a 40 percent slash in social security benefits for persons retiring at age 62.

Reagan's stumbling reply only served to reinforce doubts. It was "outrageous," Reagan fumed, for Mondale to "claim that somehow I am the villain who is going to pull the social security checks out from those people who are dependent upon them."

He went on, "Now social security, let's lay it to rest once and for all. I told you never would I do such a thing. But I tell you also now social security has nothing to do with the deficit. . . . If you reduce the outgo of social security, that money would not go into the general fund to reduce the deficit. It would go into the Social Security Trust Fund. So social security has nothing to do with balancing a budget or erasing or lowering the deficit."

Direct connection

In fact, the federal budget counts the social security payroll tax as income and social security benefits as expenditures so Reagan is completely wrong about a large multi-billion dollar segment of the federal budget.

The next day, Mondale forced the Reagan Administration into what appears to be a significant policy switch by noting that the President merely said he wouldn't cut payments of anyone already drawing benefits. He had used the same phrasing in the past, carefully leaving open the possibility of a cutback in the benefit formula for persons not yet at retirement age.

Before the debate, the White House had ignored Mondale's charges and statements. But now, press aide Larry Speakes came out to insist that "the President will never stand for reduction of social security benefits for anybody—those now getting it or future recipients." Mondale should be "ashamed" for suggesting otherwise, he said indignantly.

Under questioning, Speakes acknowledged that the President had not previously made such a commitment. But he had spoken with Reagan and had been authorized by the President to make such a commitment. As for the more limited statement Reagan made during the debate, Speakes told the reporters, "Strike all that."

New commercials

An immediate aftermath of the debate was a Republican decision to air a new series of Reagan television commercials seeking to portray the President as a vigorous, forceful leader.

A much-quoted front-page story in the Wall Street Journal had spotlighted the previously unmentionable issue of the campaign—the President's age.

"Until Sunday night's debate, age hadn't been much of an issue in the election campaign," the article noted. "That may now be changing. The President's rambling responses and occasional apparent confusion injected an unpredictable new element into the race."

It was like the fable of the Emperor's New Clothes, when a child's comment allowed the populace to acknowledge that the emperor was naked. Suddenly, the President's competence had become an election factor.

The GOP response has been to put Reagan back before enthusiastic picked audiences, to resume the photo opportunities which made up the presidential reelection campaign before the debate.

For Mondale, the task was clearly to keep the momentum going in the knowledge that there was still a lot of catching up to do. But there was a contagious exuberance in the crowds that came out to greet him and in the warmth of the applause for Mondale and Ferraro as they darted in and out of the Columbus Day parade in New York to shake hands.

Vice President Bush marched in the parade, also. His supporters, clustered on one corner, greeted him with the Republican shout of "Four more years."

From the other side of the street came the louder response, "Four more weeks."

NMU delegates press action to revitalize merchant marine

New York—The National Maritime Union's 19th convention called on the federal government to complete the eight-point program for the revitalization of the American merchant marine announced by President Reagan at the union's 1980 convention.

Nearly 300 delegates representing NMU members on ocean-going ships, lakes and river boats and in shoreside military bases, factories, packinghouses and offshore drilling installations around the country and in Puerto Rico and Panama took part in the three-day convention.

Appearing on the first day of the convention, Labor Sec. Raymond J. Donovan defended the Administration's record on maritime issues, declaring that "the decline of the merchant marine did not begin on our watch." He predicted that the eight-point maritime program will be completed in the next four years if President Reagan is re-elected.

Presidential endorsement

At the close of the convention, the delegates voted to endorse Reagan's re-election.

In other actions, the convention approved a joint NMU-City of Miami training program using Job Corps funding to provide jobs for unemployed young inner-city people aboard foreign-flag cruise ships operating out of Florida ports. The NMU currently operates two such Job Corps training programs in California.

Miami Commissioner Miller Dawkins, a former NMU seaman, told the delegates that lack of employment is the underlying cause of the riots and unrest that have afflicted the Florida city. He said the Miami city government fully backs the union proposal to train unemployed American youths for hoteling jobs aboard the cruise ships, now manned almost completely by foreign workers paid as little as $1.65 a day.

NMU President Shannon J. Wall told the convention these foreign ship-lines should come under the jurisdiction of U.S. labor laws and standards. He said the union is initiating legislation for that purpose.

The delegates also approved a $10 a month dues increase and adopted a number of resolutions. Among other things they called for:

- An end to government endorsement of American-owned flag-of-convenience shipping and the tax benefits accorded to these "runaway" ship operators.
- Safeguards for seamen's pension rights and implementation of employee stock sharing in the event of government approval of shipline proposals to "cash out" their ship operating subsidy contracts.
- Job protection for shoreside workers employed by government contractors in turnovers of such contracts.
- Extension of GI Bill benefits to merchant seamen who served during World War II and succeeding conflicts.
- A government review of the abolishment of the 200-year-old marine hospitals with a view toward restoring eligibility for care in government hospitals to active merchant seamen and those injured in war.

Reagan cites facts 'that aren't so'

Social security and Medicare weren't the only topics that caused President Reagan to stumble over the facts in his debate with Walter Mondale.

Take defense spending—by far the largest segment of the federal budget. According to Reagan, two-thirds of the amount goes to pay and pensions. "You have only a small portion going for weapons," the President said.

In fact, the largest component of the defense budget is weapons procurement and development. Only one-third goes for military and retiree pay and benefits.

The President insisted that the economic program in place will achieve a balanced budget by 1989. A reporter panelist noted that the Congressional Budget Office "has some bad news . . . they project that the deficit will continue to climb," reaching $279 billion in 1989.

Reagan scoffed, "I do not, and very frankly, take seriously the Congressional Budget Office projections because they have been wrong on virtually all of them."

In fact, the nonpartisan Congressional Budget Office has been consistently closer to the mark in its projections than the President's Office of Management & Budget.

Reagan boasted of the job gains during the economic recovery of the past two years, without relating them to the huge job losses of the recession that preceded it.

He insisted that his tax policies were fair to rich and poor alike. But a study by the nonpartisan Urban Institute found that "the bottom 40 percent of taxpayers are paying proportionately more of their income in taxes, with most of the increased burden falling on the poorest 20 percent of families, whereas the top 60 percent are paying proportionately less."

Poverty error

The President was wrong in comparing poverty rates in the Reagan and Carter Administrations. He said more people are getting food stamps under his Administration, when in fact the correct figure is 400,000 fewer.

At one point in a discussion of abortion, the President gave credit to "the then Democratic governor" of California for signing into law a bill to punish the "murder" of a fetus. Reagan apparently forgot that he was the governor who signed the bill and that it amended a more permissive abortion law he had earlier signed.

New Hampshire aims for full-time leadership

Bedford, N.H.—Delegates to the New Hampshire AFL-CIO convention cleared the way for a full-time leader by voting to establish the position beginning in 1986.

In resolutions approved at the three-day meeting, delegates directed the federation's executive board to study the salary and job duties and report its recommendations to affiliates by next February. The convention also called for a special one-day convention in May 1985 to vote on the matter.

The action recognizes the need for a full-time person to handle legislative duties, besides expanding member programs.

State AFL-CIO President Harland Eaton and Sec.-Treas. Saverio Giambalvo both are part-time officers. Delegates voted to amend the constitution reaffirming an executive board decision to subsidize Eaton's salary. Eaton now divides his time between the federation and Operating Engineers Local 98 in Manchester.

In other internal matters, the convention voted to enter into a financial agreement with the Concord Labor Temple Association to provide a permanent headquarters for the federation. It also approved holding biennial conventions, with one-day COPE conventions in the off-years.

Guest speakers

The 200 delegates considered a heavy agenda of state, local, and national issues, endorsed candidates for political office, and heard from a number of speakers, including AFL-CIO Sec.-Treas. Thomas R. Donahue.

Lambasting the "anti-labor legislation" tied to the Reagan Administration, Donahue charged, "This President has directed a concerted effort to weaken the unions, to reduce our bargaining power, to encourage employer opposition to unions, weakened worker protections, and turned the National Labor Relations Board over to the bosses."

Delegates reaffirmed their opposition to so-called right-to-work proposals that are expected to be introduced in the next legislative session and resolved to use every available resource for their defeat. RTW forces have tried since 1975 to add New Hampshire to the list of right-to-work states.

Resolutions were also adopted on workers' compensation, unemployment benefits, arbitration, voter registration, and lobbying techniques.

Rep. Norman D'Amours (D-N.H.) was endorsed in his fight to defeat Sen. Gordon J. Humphrey (R-N.H.) for the Senate. Also backed were Democrats Dudley Dudley and Larry Converse in their campaigns for the state's two House seats. No endorsement was made in the gubernatorial contest.

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America's Foreign Trade Crisis

By Mark Anderson

The United States is facing an unprecedented crisis in international trade. Over the last four years, U.S. exports have dropped and imports of foreign products have soared. The sharp deterioration of the international economic position of the United States has had a profound and negative impact on scores of domestic industries and millions of American workers. Left unchecked, this trade crisis poses a serious threat to the industrial base of the United States and the standard of living of all Americans.

The "hands-off" attitude of the Reagan Administration, based on a naive devotion to free markets that don't exist, has only served to accelerate America's decline. This fixation on textbook free trade has nothing in common with the world trading system, does not reflect the trading practices of other countries, and does nothing to solve America's trade problems. The U.S. trade deficit, influenced heavily by an overvalued dollar that has risen 65 percent against the currencies of our major trading partners, has increased almost fourfold since 1980 and will exceed $120 billion by the end of this year. Poor enforcement of U.S. trade law, ill-conceived monetary and fiscal policies, laws that encourage overseas production, and the absence of an effective industrial policy have all contributed to this serious problem.

The AFL-CIO believes that the goal of U.S. trade policy must be the attainment of a fair trading environment that allows this nation to remain an advanced and diversified economy. "Fair trade" means that the interests of the United States must receive greater emphasis in both the domestic and international initiatives of the nation's international trade and investment policy. To promote full employment and rising living standards, the United States must retain its manufacturing, agricultural, and service industries. Foreign trade policy and domestic economic policy must promote—not undermine—this goal.

The author, Mark Anderson, is an economist on the staff of the AFL-CIO Dept. of Economic Research.

The Size and Makeup of the Trade Deficit

Tragically, the policies of the last four years, rather than helping, have contributed significantly to the massive trade deficits the United States faces today. The dimensions of this problem are startling. The U.S. merchandise trade deficit for 1983 reached a record $69 billion, almost double the level experienced in 1980. This economic decline is accelerating in 1984, with the deficit expected to reach $120 billion by the end of the year. These deficits represent a significant drain on the economy and are responsible for the loss of millions of jobs.

While the huge total figure is chilling in and of itself, a look at the composition of the trade deficit reveals an even darker picture.

In fuel trade (oil, gas, coal), the sector that has largely been responsible for our trade deficit in the past, the U.S. position has improved over the last four years. In 1980, the United States registered a deficit of $78 billion for this sector. By 1983, this had been reduced to $51 billion, a drop of 35 percent. While exports rose moderately, imports were significantly lower. Yet during this same period, America's overall trade position deteriorated sharply.

In 1983, the United States recorded surpluses in only two merchandise trade sectors—agriculture and chemicals—but at levels considerably lower than in 1980. The U.S. trade position in manufactured products collapsed.

Between 1980 and 1983, manufacturing exports fell 8 percent, while manufactured imports increased 30 percent. In 1980, the United States enjoyed a surplus of $12.5 billion in this sector. By 1983, this surplus had vanished and the nation recorded a deficit in manufacturing trade in excess of $38 billion. This has already been exceeded in the first half of this year, and for all of 1984 the deficit in manufactured goods is expected to reach $84 billion. Put another way, the United States will suffer a cumulative deficit in this most important sector of about $128 billion over the last four years, as compared to a trade surplus of $1.7 billion in the preceeding four years. The United States has basically become an exporter of raw materials and commodities and an importer of finished goods.

Trade and Jobs

The impact of this growing trade deficit on employment is devastating. Despite the recent expansion of the U.S. economy, there are 1.3 million fewer manufacturing jobs than in 1979. Estimates of jobs lost or not created in recent years due to the trade imbalance go as high as four million.

As dramatic as these numbers are, they may very well understate the impact of trade on U.S. employment. Many trade-related employment estimates are based on assigning a certain number of jobs for each billion dollars of net exports. For example, the U.S. Dept. of Commerce has frequently assigned 25,000 jobs for each billion dollars of exports. The use of these ratios, however, does not take into account the composition of trade and, given the labor intensity of U.S. imports and the capital intensity of U.S. exports, invariably minimizes the job losses caused by imports.

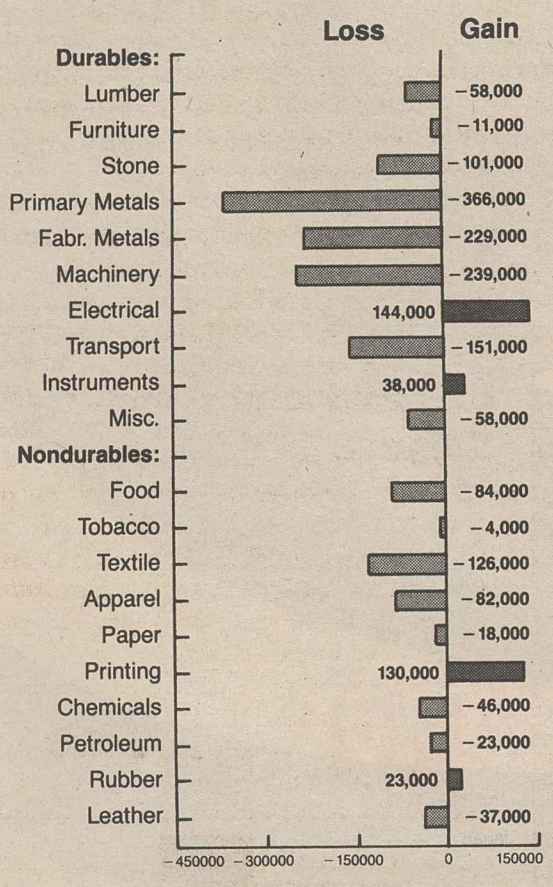
In addition, because of low labor costs in many of the countries where U.S. imports originate, a dollar of imports displaces more than one dollar of U.S. production of the same item. A factor which has made dollar-denominated measures of trade even less reliable is the sharp rise in the foreign exchange value of the dollar. The

appreciation of the U.S. dollar raises the foreign price of exports, and cheapens the U.S. price of imported goods. An appreciating dollar, therefore, increases the employment loss per billion dollars of U.S. imports.

Despite this lack of accurate information, the negative impact of trade is painfully clear to millions of unemployed workers and scores of devastated communities.

Manufacturing Employment Change From 1979 to July, 1984

Since 1979, 1.3 Million Manufacturing Jobs Have Been Lost



Source: Bureau of Labor Statistics

What's Gone Wrong?

Twenty years ago, trade had little impact on the health of the American economy. The huge size of U.S. domestic market, the absence of meaningful international competition and the overwhelming superiority of U.S. industry and agriculture confined discussions on trade to college courses in economic theory. Acceptance of the notion that free trade was beneficial and protection evil was universal. Given the international dominance of the United States, such an approach was quite sensible.

Conditions, however, have changed dramatically over the last two decades. The advent of floating exchange rates and the sharp increases in oil prices during the 1970s have had a profound impact on the world economy. Improvements in communications, shrinking transportation costs, the widespread transfer of technology and capital, and resulting growth of transnational enterprises have also served to vastly increase the volume of world trade and significantly alter traditional trading patterns.

Twenty years ago, only 25 percent of U.S. manufactured goods had import competition. Today, nearly all U.S. products are subject to international competition. In that same period, the proportion of the gross national product (total national sales) composed of imports and exports has more than doubled.

This internationalization of the U.S. economy, coupled with the unwillingness of the government to adopt policies reflecting the changed situation, is having an increasingly negative impact on American industry and workers.

Free Trade and Protectionism

In 1984, the United States will record the largest trade deficit in history—more than $120 billion. Manufactured goods will account for more than two-thirds of that total. This grim economic reality, part of a longer term trend, has not occasioned any fundamental change in U.S. trade policy. As in 1960, adherence to the principles of free trade remains the government's basic policy position. The fact that as a practical matter free trade no longer exists is somehow overlooked.

The 1982 *Economic Report of the President* stated:

> "Competitiveness that is impaired by market forces should not be restored by raising tariffs or subsidizing export industries. Such actions simply protect the trade-dependent industries, inviting them to postpone the steps necessary to meet world competition while raising costs to consumers and reducing choices available in the marketplace. This Administration remains determined to keep both the U.S. economy and the world economy committed to free trade principles."

The 1982 trade deficit totaled $42 billion.

In 1983, when the U.S. trade deficit reached $69 billion, the *Economic Report of the President* stated:

> "Trade-distorting measures, whether they take the form of protection against imports or the promotion of exports, hurt the country which adopts them as well as other countries, even when they are a response to foreign trade-distorting practices. If foreign governments limit imports from the United States and we respond in kind, the initial results will be further reductions in economic efficiency at home and higher domestic prices. If foreign governments subsidize exports, depressing world prices for U.S. products, a countersubsidy by the United States will depress prices still further. The belief that departures from free trade are automatically called for if other countries do not play by the rules is a fallacy."

The tragedy of this approach is that the U.S. is frequently left defenseless in the international arena. By emphasizing, even rhetorically, the "value" of free trade, questions of national interest tend to be dismissed, or at least relegated to a lower status, and success is measured not by the health of the domestic economy, but by one's adherence to a theoretical construct.

Free-trade theory is based on principles first espoused by British economist David Ricardo in the early 1800s. Ricardo argued that a totally free exchange of goods between countries would lead to maximum utility and, therefore, universal benefit. Each nation should utilize its own comparative advantage and specialize in the production of goods in which they are relatively more efficient, and to import those goods where their production capability is relatively inefficient. His famous example involved English wool (England had a lot of sheep) and Portuguese wine (Portugal enjoyed a superior grape growing climate).

Notwithstanding the fact that international commerce in the 20th Century is somewhat more complicated than trading wool for wine, the assumptions on which free-trade theory is commonly based bear little resemblance to conditions found in today's world.

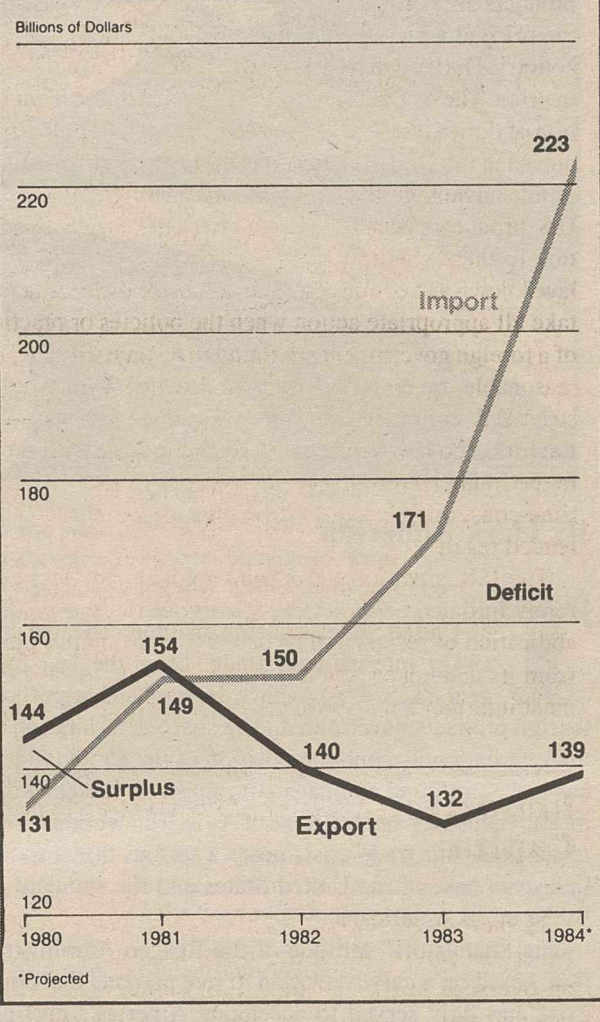
The assumptions found in the standard model include full employment, perfect competition, perfect mobility of factors of production internally but not internationally, given resources, constant technology, no transportation costs, and many others. Basically, it's a static model attempting to describe a dynamic world.

Unemployment is undeniably real. Perfect competition can't account for state trading companies, transnational enterprises, or government intervention and subsidization. The static nature of the model doesn't deal with international capital flows. Ricardo did not consider swings in currency valuation. In the real world, there are unfortunately winners and losers, and the United States is increasingly going down in defeat.

These facts of life, and many others, make free trade as a foundation for public policy not just irrelevant, but harmful. The only policy truly compatible with this frame of reference is a policy of inaction so that the market can do its work. That the market really doesn't exist is somehow forgotten. Hence, the charges of protectionism over any action taken by the United States, however small that action may be.

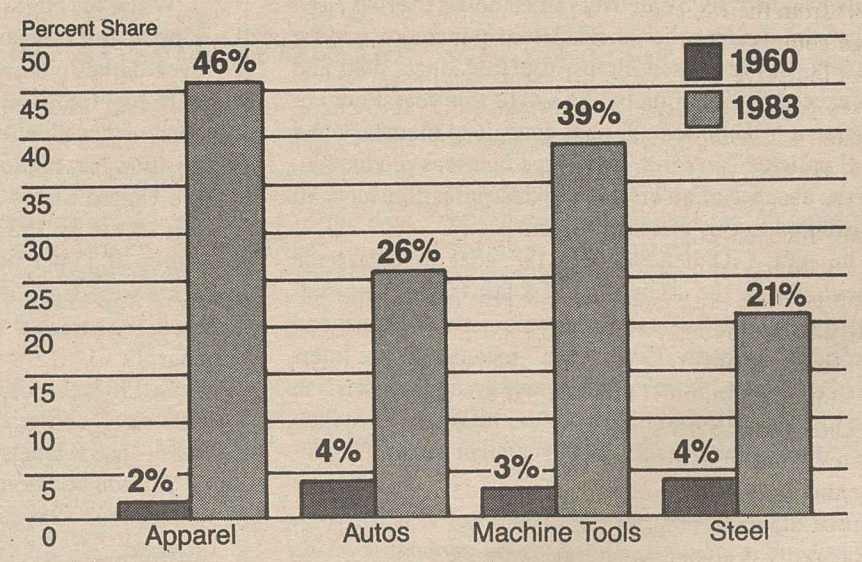
It should be clear by now that our trading partners have a different conception of what "free trade" is all about. Other countries see trade as a means to the larger goal of balanced economic development and full employment. While it is true that tariffs have been lowered through successive rounds of multilateral trade negotiations, a new array of non-tariff barriers has developed—quotas, stringent inspection requirements, discriminatory standards, buy-national policies, export subsidies, industrial targeting programs, and trade arrangements such as per-

U.S. Trade in Manufactured Products



Import Share of the U.S. Market

Basic Industries Have Been Especially Hard Hit By Trade Practices



Source: U.S. Department of Commerce

formance requirements, coproduction, offset and barter agreements.

Continued attempts by the United States to negotiate the reduction of these measures have just not been successful, and our own market remains wide open to an ever-increasing volume of imports.

Poor Enforcement of U.S. Trade Remedy Law

This trade policy framework has led to a situation where there is reluctance to apply existing laws designed to protect American industries and workers from the negative aspects of trade.

U.S. trade law is structured both to provide relief to industries injured by imports and to counteract foreign unfair trade practices. The statute designed to relieve injury, the so-called "escape clause," Section 201 of the Trade Act of 1974, has never been effective. Petitions under Section 201 require expensive and extensive documentation. The criteria used by the International Trade Commission (ITC) in making determinations are so vague that findings of injury seldom result. For example, earlier this year, the ITC did not find injury in a case brought on behalf of the domestic shoe industry and its workers. This finding was reached at a time when imported shoes had captured 70 percent of the American market, and thousands of workers had been laid off. Further, even if the ITC finds injury on the facts and recommends some form of relief, the President frequently decides not to implement the commission's recommendation.

Many of the same problems exist with respect to the statutes dealing with "unfair trade practices," the anti-dumping and countervailing duty laws. Anti-dumping laws are designed to deal with situations where foreign products are being sold in the United States for less than the price at which the products are sold in the exporting country. Duties can be assessed to make up the difference in price. The countervailing duty law permits the imposition of duties to offset the foreign subsidy of products exported to the United States. It is designed to eliminate the unfair advantage that foreign manufacturers enjoy over U.S. producers because of a government subsidy. In addition to these statutes, there are provisions in U.S. trade law, known as Section 301, that authorize the President to take all appropriate action when the policies or practices of a foreign government are found to be unjustifiable, unreasonable, or discriminatory, and which burden or restrict U.S. commerce. Despite these laws, relief is often too little, too late, or not at all. Even for those with access to the financial resources and expertise to seek relief, the time-consuming procedures do not accomplish the intended result.

The U.S. government, despite ample opportunity, has rarely initiated action under any of our trade laws. This abdication of responsibility derives in no small measure from its adherence to a doctrine that views any government intervention as a violation of free-trade principles.

Importing Goods/Exporting Capital

Numerous tax loopholes and incentives encourage American companies to move abroad. The tax deferral on overseas profits permits U.S. companies to defer paying taxes on such income until it is returned to the United States. The result is that profits frequently remain abroad and are used for the expansion of foreign-based facilities.

The foreign tax credit allows U.S. companies to subtract from their federal tax obligation taxes paid in a foreign country. This provision gives companies a significant incentive to produce abroad. In contrast, corporate taxes paid to the state of New York, for example, are treated as a deduction for federal tax purposes rather than as a credit.

The Overseas Private Investment Corporation (OPIC) is an "independent" government corporation that insures international companies and banks against losses from expropriation, war, revolution, and currency inconvertibility. By removing risks, this agency encourages American firms to invest abroad rather than make investments of similar magnitude in the United States.

The Foreign Sales Corporation (FSC) tax gimmick, requires companies to establish offices, maintain bookkeeping operations and keep bank accounts outside the United States in order to qualify for tax breaks that are supposedly designed to promote U.S. exports.

Items 807 and 806.30 of the tariff schedules reduce tariffs on foreign products containing American parts thus encouraging overseas assembly.

The Generalized System of Preferences provides zero tariffs for some 3,000 products from about 140 nations and territories. In operation for the last 10 years, this program was intended to help the less developed countries by temporarily giving their goods special access to the U.S. market. As a development tool, the program has been a disaster, with 88 percent of its benefits concentrated in 15 countries. Just three so-called "needy countries" (Taiwan, Hong Kong and South Korea) receive about 50 percent of GSP benefits. To make matters worse, protections in the program for import-sensitive U.S. industries have not been effective, and American workers are paying the price through plant shutdowns and unemployment.

Foreign Trade Practices

In contrast to laissez-faire policies of the U.S., other countries manage their trade and investment flows to achieve maximum national advantage. Their focus is on domestic ramifications of trade, not adherence to a 19th-Century economic doctrine. A few examples:

- When France was recently being flooded by large quantities of Japanese video cassette recorders, customs procedures were changed to require each recorder to be individually inspected at one small customs station. A quota agreement with Japan was quickly reached.
- Italy restricts the import of Japanese autos to 2,200 cars a year.
- Japan places severe import restrictions on leather goods.
- Taiwan frequently conditions foreign investment on export requirements.
- Brazil severely limits the importation of general aviation aircraft and heavily subsidizes its own exports.
- The United Kingdom maintains strict quotas on shoe imports.
- Government-owned telephone companies in other countries refuse to buy imported products.

The list could go on and on. In general, however, the principal policies employed by other countries include high tariffs, import quotas, export incentives, discriminatory procurement, state-owned enterprises, direct government subsidies, government-supported research and development, barter trade requirements, coproduction and export requirements for foreign investment and subsidized financing.

None of these measures has anything in common with free trade or free markets. Rather they are explicit repudiations of the notion that trade and economic and industrial development exclusively reside in the private sector.

The Overvalued Dollar

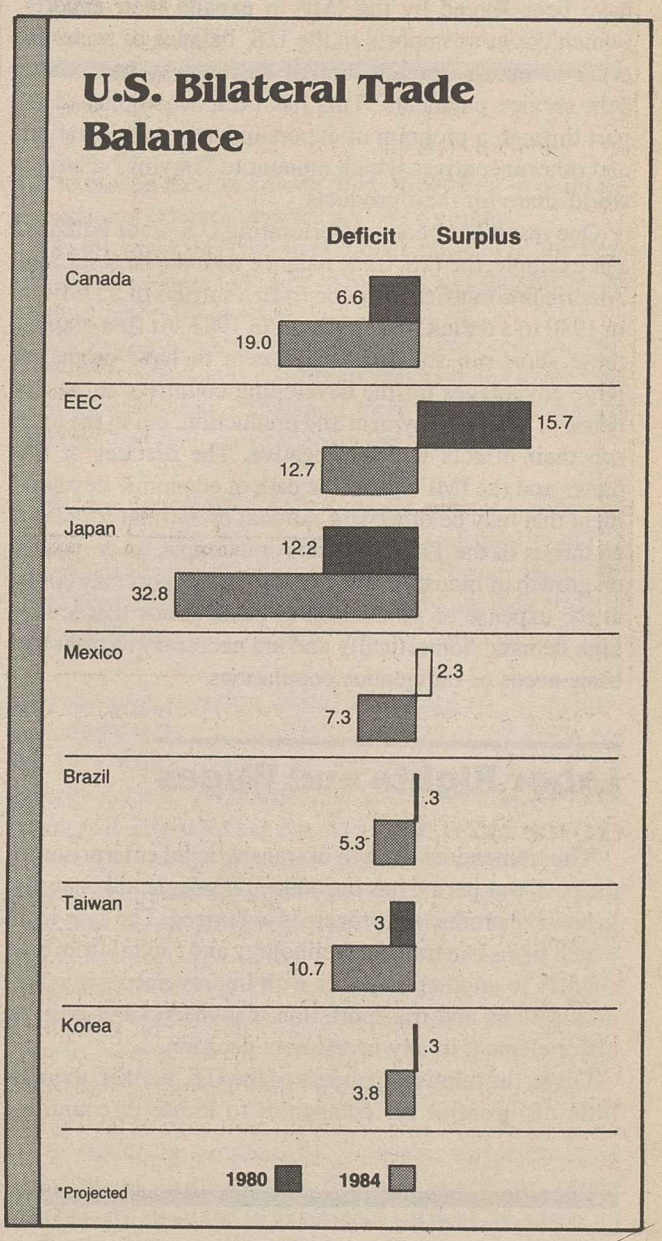
A major factor in America's trade crisis has been the sharp rise in the foreign exchange value of the dollar.

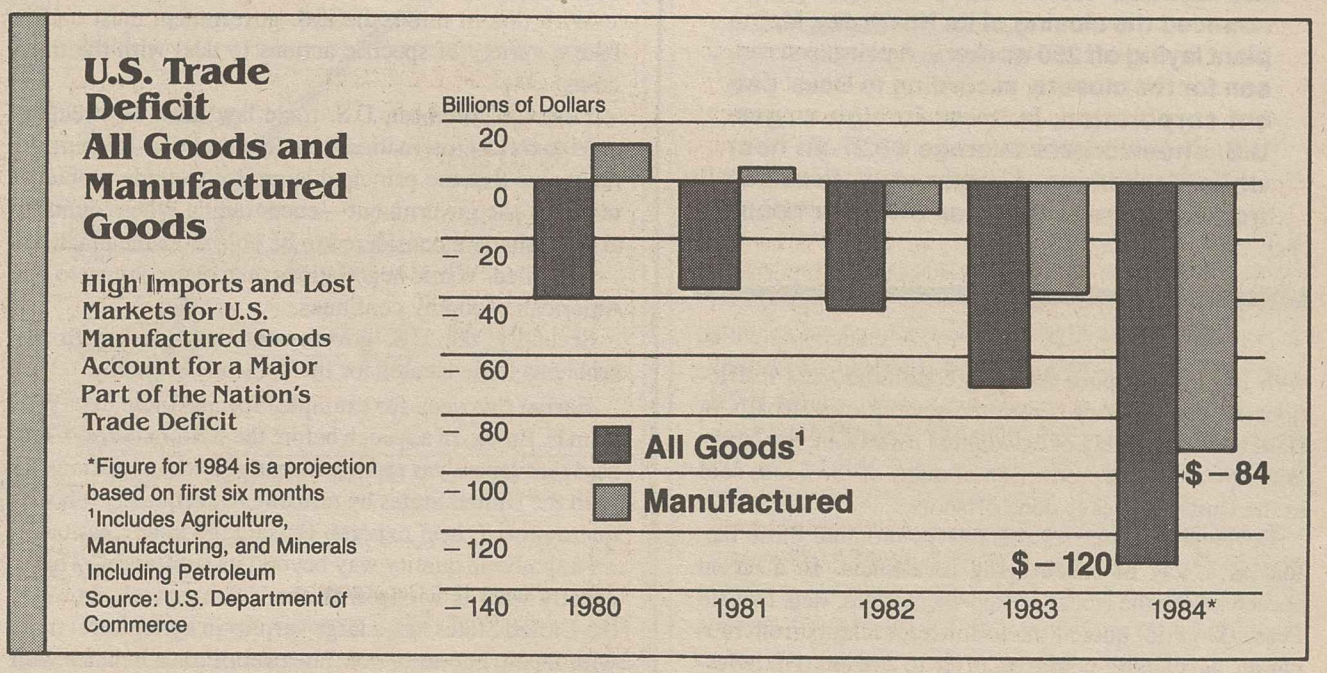
The appreciation of the dollar raises the foreign price of U.S. exports and cheapens the U.S. price of imported goods. From July 1980 to July 1984, the exchange value of the U.S. dollar increased by almost 65 percent relative to the currencies of other major developed countries. Moreover, sizable devaluations in many developing countries further increased the value of the dollar on foreign exchange markets.

This massive increase in the dollar's exchange value has been a significant contributor to the collapse of the trade position of the United States. The appreciation is no different than a 65 percent tax on exports and a 65 percent advantage for importers. That the dollar is overvalued is now almost universally acknowledged. It is clear that this currency misalignment is posing severe costs for American industry and workers and makes discussions on the need to increase competitiveness almost irrelevant. Should workers in export or import competing industries take a 65 percent pay cut in order to restore their products' international competitiveness? The problem is not with American workers or industry, but with the policies of their government.

A major, if not principal, cause of the overvaluation of the dollar is the irresponsible fiscal and monetary policies of the Reagan Administration. Huge tax giveaways and unfinanced increases in defense spending have led to the enormous budget deficits facing America today. Together with the tight-money, high-interest-rate policies of the Federal Reserve Board, these budget deficits have kept U.S. interest rates high, encouraging massive capital inflows and thus keeping the dollar artifically strong. These same capital inflows have to some degree slowed the capital exporting countries' economic growth by reducing their own pool of investment funds. Their slower growth rates have reduced their ability to purchase American goods.

Another aspect of this fiscal and monetary tragedy is that as American firms find themselves being priced out





of the international market due to the overvalued dollar, they may view relocation overseas as a viable alternative. Given the relative openness of the American market to foreign goods, further U.S. employment losses could occur.

Third World Debt Crisis

The same policies that have led to the overvalued dollar have significantly increased the magnitude of the debt crisis facing many developing countries, adversely affecting American trade. High U.S. interest rates have raised debt service costs for these countries, reducing their ability to buy American goods and increasing their need to acquire dollars through exports to the United States. The World Bank reports that the total debt of developing countries has risen from $607 billion in 1980 to an estimated $810 billion in 1983.

The financial rescue packages put together by the International Monetary Fund (IMF) and other lending consortia have contained conditions that have further restricted trade, hurting workers in both the Third World and the United States. In the first place, these loan packages have included requirements that debtor countries reduce government expenditures and restrict imports from the United States and other countries. Thus, employment and growth in American industries that produce for export have suffered. Secondly, the developing countries have been forced by the IMF to expand their exports (which count as imports in the U.S. balance of trade) in order to obtain enough foreign currency to meet their debt service payments. This has been accomplished in part through a program of export-industry subsidization and other incentives which amount to "buying" a larger world share for their products.

One result has been a deteriorating U.S. trade balance. For example, the U.S. trade balance with the largest Latin American countries has gone from a surplus of $5 billion in 1980 to a deficit of $12 billion in 1983. At first glance, these short-run solutions may seem to have produced large advantages for the developing countries at the expense of U.S. employment and production, but in the long run their effects will be negative. The dictates of the banks and the IMF distort the path of economic development that may be otherwise rational or optimal for many countries in the Third World. For example, an emphasis on growth of industries that produce for export may come at the expense of production of basic goods that are in high demand domestically and are necessary to meet the basic needs of indigenous populations.

Labor Rights and Wages

The tremendous growth of transnational enterprises in the post-war period has introduced fundamental changes in how the production process is organized. The ease with which firms can transfer technology and capital from one country to another, together with improvements in communications and transportation, has made labor costs a major element in any investment decision.

Given the relative openness of the U.S. market, there is little disincentive for companies to locate in countries

In January of this year, G. H. Bass and Co., the famous Maine shoe company, announced the closing of its North Jay, Maine plant laying off 250 workers. A principal reason for the closure, according to Bass' parent corporation, is lower foreign wages. U.S. shoeworkers average $5.27 an hour while Taiwanese, Korean, and Brazilian workers average less than $1.50 per hour.

with low wages, poor working conditions, and restrictions on trade unions. From the sewing of baseballs in Haiti to the assembly of calculators in Taiwan, the labor-intensive aspect of production of many of the goods sold in the United States is done offshore.

Developing countries themselves promote these factors as a way of encouraging investment. In a recent speech before the House of Representatives, Rep. Donald Pease (D-Ohio) quoted the following excerpts from brochures developing countries offer to prospective investors:

"From Malaysia: The manual dexterity of the oriental female is famous the world over. Her hands are small and she works fast with extreme care. Who, therefore, could be better qualified by nature and inheritance to contribute to the efficiency of a bench-assembly production line than the oriental girl . . .? Labor rates in Malaysia are among the lowest in the region and female factory workers can be hired for approximately United States $1.50 a day.

"From Thailand: One of the major factors that recommends Thailand to the investor over other countries in the region is an abundant supply of cheap and trainable labor.

"From Colombia: Low cost labor: This is without doubt the chief incentive offered by the ZFIC as the salaries are more or less the same as those that prevail in the industrial zones in the Far East (U.S. $2.10 per day including social security). . . . Male and female workers are easily obtained due to the high rate of unemployment, rapid increases of population and the emigration from the rural zones to the cities."

What Should Be Done

While there is no single answer to the trade problem, a useful beginning would be the recognition that U.S. national interest and adherence to free-trade theory is often incompatible. America must realize that it does not operate in a world of "free trade" characterized by the free market determination of trade flows according to traditional notions of comparative advantage. Other countries manage their trade and investment flows to achieve maximum national advantage. Their rejection of 19th-Century economic doctrine when it interferes with their domestic objectives is neither fair nor unfair, but sensible national policy.

With this in mind, the U.S. government must undertake a variety of specific actions to deal with the trade crisis.

First and foremost, U.S. trade law must be strengthened to reflect international trading realities. It is time to recognize that the principal approach to trade problems taken by the government—encouraging other countries to stop what are considered to be objectionable practices—has failed. While negotiations take place, injury to the American economy continues.

Secondly, the U.S. government must deal with the problems trade creates for the domestic economy.

Earlier this year, for example, Special Trade Rep. William E. Brock, in a speech before the National Press Club, said that Japan was risking its entire trading relationship with the United States by refusing to adequately relax its quota on U.S. beef exports. He said the issue "has taken on a symbolic quality way beyond its substance." This is exactly what is wrong with the U.S. approach. In 1983, the United States had a large surplus in agricultural trade with Japan, quotas or not. The overall trade balance with Japan however was in deficit by almost $22 billion due to the tremendous imbalance in manufactured goods. That is the trade problem with Japan, not beef. Attention should be directed at substantive problems, not symbolic issues.

To help accomplish this policy reorientation, legislation is urgently needed to tighten and streamline the laws designed to relieve industries and workers injured by imports.

It is clear that the so-called "fair" and "unfair" trade remedy statutes need improvements. Both "fair" trade laws designed to alleviate trade-induced injury and "unfair" trade laws designed to counteract dumping and subsidies should have better procedures and more effective remedies.

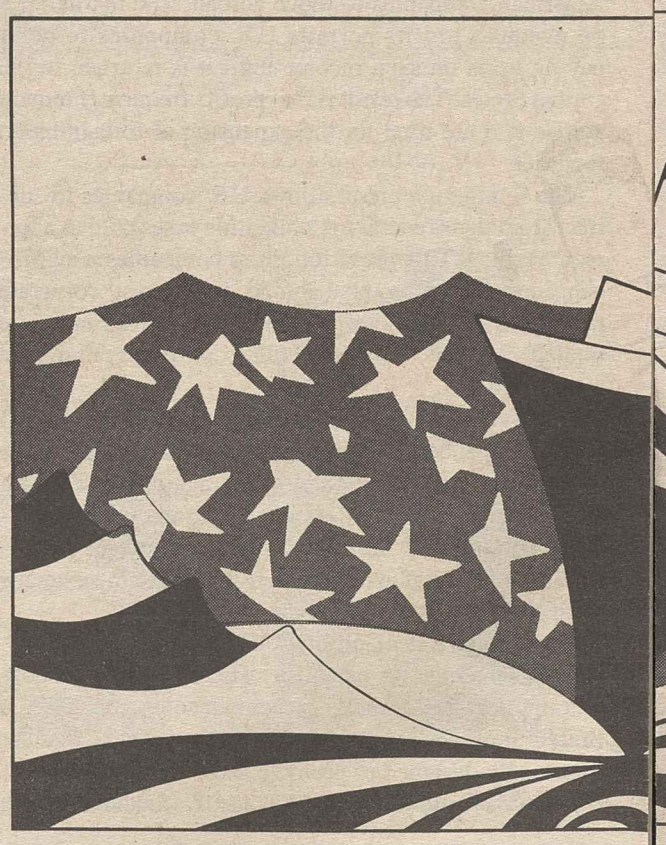
LATIN AMERICAN DEBT CRISIS*

	1980	1981	1982	1983
Total External Debt (U.S. $ Billions)	$199	$244	$272	$291
Interest Payments on Debts (U.S. $ Billions)	38	48	59	60
Interest Payments as a Percentage of Exports	23%	29%	37%	39%
***Latin American Trade With the United States:**				
U.S. Imports	$25.5	$27.6	$28.3	$30.6
U.S. Exports	30.9	33.9	25.7	18.6
Trade Balance	+ 5.4	+ 6.3	− 2.6	− 12.0

As of September 11, 1984

*Argentina, Brazil, Chile, Peru, Venezuela, Colombia, and Mexico

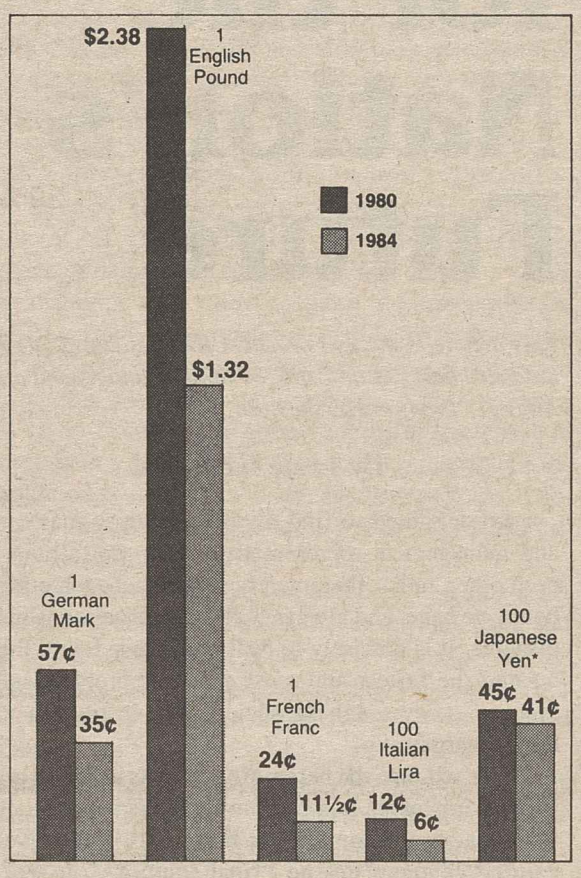
In Barbados, W. I. Caribbean Data Services, a subsidiary of American Airlines, employs almost 300 workers who keypunch information from used airline tickets into computer terminals which transfer the data via satellite to an American Airlines facility in Tulsa, Oklahoma. These workers earn $1.75 to $3 per hour. Wages for similar U.S. workers in data processing average about $6.50 per hour.



Value of Foreign Currencies in U.S. Dollars

Changing Currency Values Undermine the Competitiveness of U.S. Products

July 1980-July 1984



*In July 1978, 100 Yen were worth 50¢.

The escape clause provisions of the Trade Act should be revised to assure quick relief from trade injury. When U.S. producers lose sales to foreign producers and reduce their production and workforces accordingly, they know only that trade has injured their business operations. Workers feel the injury in the resulting layoffs. At this point, the injured parties don't know if the injury was caused by so-called "unfair" trade practices, by "fair" trade practices, by the rising value of the dollar, by foreign currency devaluation, or a combination of these causes. All they know is that the injury is trade-related. They should be able to receive temporary relief from the injury. And they should receive help from the government to make their case under the appropriate provisions of the Trade Act that deal with relief measures for specific "unfair" and "injurious" trade practices. Many aspects of foreign subsidy programs and dumping activities are more readily ascertainable by U.S. government agencies than by private parties injured by trade.

For this purpose, the statutory improvements should accomplish three major objectives: (1) to assure that the ITC evaluates more quickly and accurately the impact of imports on an industry and its workers through more specific criteria; (2) to fashion a specific remedy to alleviate temporarily the adverse effect of such imports; and (3) to provide that the President may not overturn the determinations of the International Trade Commission except with the explicit agreement of Congress.

Many of the same problems exist with respect to "unfair" trade practices, and procedures for dealing with them also are in need of an overhaul.

Another important step would be to clarify and strengthen the authority and procedures designed to identify and eliminate unjustifiable or unreasonable trade policies or acts by foreign governments.

The U.S. response to foreign unfair trade practices has proven futile in most cases. The Trade Act of 1979 supposedly authorizes the President to act when another nation's "act, policy or practice . . . is inconsistent with trade agreements" or unjustifiably "burdens or restricts U.S. commerce." In short, when the other nations have unfair practices that affect U.S. exports, this statute is supposed to be a meaningful remedy.

But the detailed, lengthy procedural requirements, the refusal of the U.S. government to act even when the requirements are met, and the failure of the General Agreement on Tariffs & Trade process to recognize U.S. rights generally make U.S. law ineffective as it is presently structured.

In addition to steps that would help all industries hard hit by imports, the AFL-CIO believes that legislation should be enacted to deal with the problems of specific industries:

- Domestic content laws to help assure that the United States remains a producer of automobiles.

- Steel import quotas, provided the steel industry undertakes modernization measures.

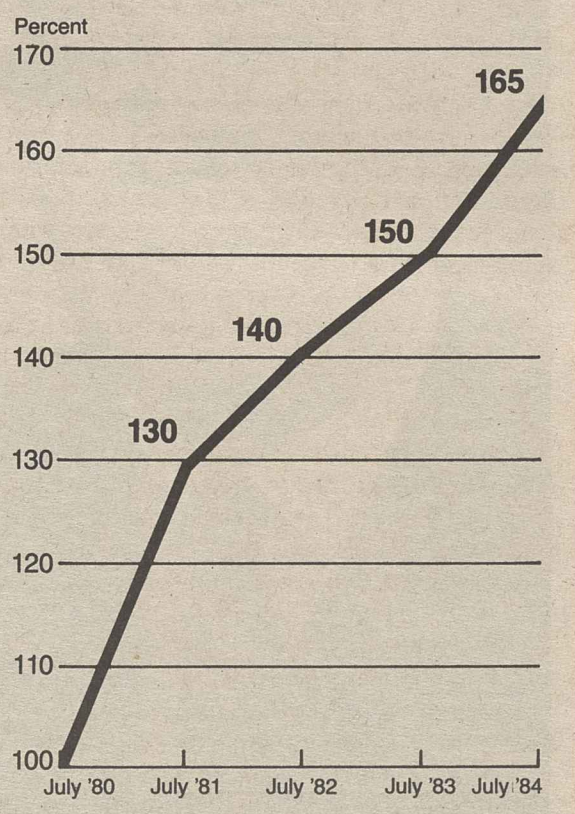
- Action to reduce the job-destroying influx of garments, textiles and footwear now inundating U.S. industry.

- Legislation to revive the U.S. maritime industry to substantially increase the portion of cargo carried in U.S.-flag ships and to assure a strong U.S. shipbuilding base, thereby enhancing the national security.

- Policies to maintain and re-establish domestic electronic telecommunication and television industries.

Rise in Value of the U.S. Dollar July 1980 to July 1984

An Overvalued U.S. Dollar Makes U.S. Goods More Difficult to Sell and Encourages a Flood of Imports



Index of Weighted Average Exchange Rate of the U.S. Dollar
Source: Federal Reserve Bulletin
Table 3.28 "Foreign Exchange Rates"

The Overvalued Dollar

To address the problem of the overvalued dollar, and indeed the future health of the American economy as a whole, a fundamental restructuring of monetary and fiscal policy is essential.

It is clear that President Reagan's supply-side, trickle-down experiment has failed. The huge budget deficits—$195 billion in 1983 alone—created by these misguided policies have helped raise interest rates, thereby contributing to the overvalued dollar. Policies should be enacted to restore adequate tax revenues by reviving the corporate income tax as a major contributor of these revenues and closing loopholes that allow wealthy individuals to escape their fair share of taxes. The rapid build-up in military expenditures must also be curbed.

In California's Silicon Valley, Qume, a computer-peripheral subsidiary of ITT, closed a plant making printers and memory devices, laying off 600 workers. Production was shifted to Puerto Rico and Taiwan. It was reported that workers at Qume earned $8 to $10 an hour including benefits. Labor costs in Taiwan for similar workers average $1.50 an hour.

At the same time the tight money policies of the Federal Reserve Board must be redirected and standby credit control authority enacted.

While these overall policy changes are needed to correct the fundamental conditions that have led to the current exchange rate imbalance, there are specific actions that can be taken now to lessen the damage.

- First, the United States should pursue a policy of currency market intervention, both unilaterally and in conjunction with other countries. The Reagan Administration's inaction in this area is simply an abdication of responsibility.

- Second, attention should be focused on the Administration's refusal to invoke Section 122 of the Trade Act of 1974 which requires the President to impose a surcharge, quotas, or combination of both "whenever" fundamental international exchange rate problems or balance of payments problems dictate. Given the volatility of currency markets, the imposition of quotas would probably be the preferred course of action. While action need not be taken if the President determines that it would be contrary to the national interest, he is required to consult with Congress on that determination. The failure to do even that is but another example of the "do-nothing" attitude that prevails in the U.S. government.

It should be emphasized, however, that even if the problem of an overvalued dollar is solved, the United States will continue to experience difficulties unless appropriate reforms are made in the areas of trade and industrial policy.

Industrial Policy

The adoption of a rational and coherent industrial policy is of major importance to the future health of the American economy.

An effective industrial policy to rebuild American industry and achieve sustained, balanced economic growth requires a supportive environment of general economic policies for rapid sustained growth and job creation, including an adequate, equitable revenue base and low interest rates.

The government has maintained a basically "hands-off" or "laissez-faire" policy toward domestic industrial development and international trade. Other countries have implemented aggressive industrial and trade policies, with substantial success. In steel, auto, electronics, railcars, aircraft, and a host of emerging industries, Japan, the advanced industrial countries of Europe, and the new industrial countries have applied a wide spec-

trum of strategic government support—from low-cost credit to protection from import competition and government assistance in technology development. Manufacturing is most important for the health and balance of the U.S. economy, particularly the production of basic commodities which are essential for other production and have national defense implications. Area and regional difference in needs, wealth, and resources also must be taken into consideration in economic policy matters.

Part and parcel of any trade and industrial policy are a series of actions that will promote investment in the U.S. and provide assistance for workers displaced by trade, and ensure that workplace rights are strengthened.

- The Trade Adjustment Assistance Program, gutted by the Reagan Administration should be restored to provide adequate compensation to those unemployed because of trade and to improve training, job search and relocation aid for those displaced workers.

- Tax loopholes and incentives for multinational companies to move abroad should be ended, the tax deferral halted, and the foreign tax credit and Foreign Sales Corporation statute repealed.

- The Overseas Private Investment Corporation, a government agency that insures private investment abroad should be terminated. By insuring the capital transactions and facilities of huge multinational banks and firms abroad, it has significantly contributed to the export of American jobs.

- Current government emphasis on the negotiation of bilateral investment treaties to ease the export of American capital must be redirected. Emphasis should be placed on furthering the interests of the U.S. economy and U.S. workers, not multinational enterprises.

- The United States should end its support of loans from the IMF that require the borrowing countries to curb imports and push exports to pay their debts. In place of this approach, which has harmful repercussions on the U.S. and other economies, the IMF should be urged to promote balanced growth in both borrowing and lending countries.

The Generalized System of Preferences should be repealed. At minimum, Congress must make import-sensitive items ineligible for GSP, limit its access to those countries that can realistically be considered developing nations, and exclude communist nations from the program.

Items 807 and 806.30 of the tariff schedules reduce tariffs on products containing parts produced in the United States. These provisions serve to export American jobs and should be repealed.

American laws that prohibit bribery of foreign officials must be strictly enforced instead of weakened. In those countries that seek to attract industry through the exploitation of workers, international agreements are needed to improve labor standards. Existing codes of conduct for multinational enterprises must be strengthened to protect the rights of workers employed by these firms and to provide effective remedies when those rights are denied.

Export promotion is an important function of trade policy, and any program must carefully consider domestic priorities. The Export-Import Bank's funding should be maintained until other countries cut or eliminate their subsidy programs. Funds should also be made available for the domestic purchase of U.S. products to offset foreign subsidies. There should be assurance that a portion of U.S. raw material exports be processed in this country, so that the export of grains, logs, and other products is conditioned upon specific domestic processing.

In the case of grain exports, the U.S. government should be the negotiator through an established "wheat board" similar to the Canadian model.

The prohibition on Alaskan oil exports should be maintained, and U.S.-flag vessels should retain the essential role of distributing the oil to all regions of the country.

Restrictions should be placed on the importation of vital basic chemicals, such as ammonia and nitrogen, to insure a healthy domestic industry.

The export of capital, technology, and price-sensitive items which results in damage to the U.S. economy should not be promoted.

The nation must assign top priority to the channeling of resources to modernize private and public facilities and restore the national economy to a condition of balanced growth and full employment. Otherwise, the country will continue to lag in productivity growth and international trade. It will continue to leave significant portions of its human and machine resources idle for extended periods of time. It will continue to suffer a reduction in the standard of living of its people.

The AFL-CIO believes that the adoption of these measures—trade law reform, a restructuring of monetary and fiscal policy, active intervention in international financial markets, and the enactment of industrial policy—will help solve the trade crisis and result in achieving the basic goals of our economy: full employment and balanced economic growth.

Shaping Policy for the Nation's Future

This article is the text of AFL-CIO President Lane Kirkland's remarks to an Expo '84 labor-management dinner, Aug. 31, 1984, at Hershey, Pa.

By Lane Kirkland

I am delighted to find myself among so many union and management representatives who are talking with each other, rather than merely at or about each other. No doubt we have, and always will have, issues on which we disagree. It is precisely to deal with those issues that we created the fairest and most effective problem-solving system yet devised in our society—the institution of collective bargaining.

Those who see the bargaining table as a theater of conflict are mistaken. It is a forum for resolving conflicts, in ways that are just and fair to both sides. Collective bargaining contemplates no "final solutions." It seeks no more than a mutual agreement that both parties can live with for a fixed period of time. Then they re-examine their goals, readjust their agreement, and look ahead to the next round.

There's nothing easy or automatic about this process. It's a two-handed tool that won't work unless both parties want it to work. It's a tool for reasonable people who set achievable goals and who concede that their side is not the only one that has a right to life, liberty and the pursuit of happiness.

So it seems to me axiomatic that at this point in our country's economic and social history—when vast changes in technology, markets and trading patterns are disrupting the economy as never before—we need more

New Books

Joseph D. Keenan: Labor's Ambassador in War and Peace

By Francis X. Gannon, University Press of America, Inc., 4720 Boston Way, Lanham, Md. 20760. 200 pages. $11.50, paper; $20.75, cloth.

The subtitle of this recent book—"A Portrait of a Man and His Times"—sums up the two major functions fulfilled by this important labor biography.

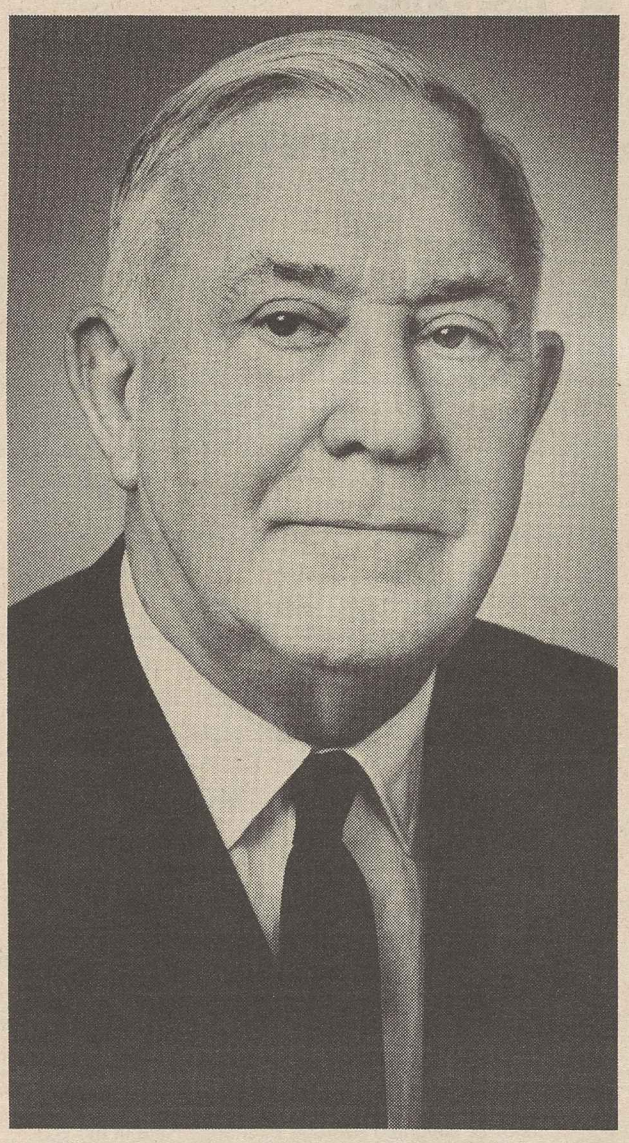
Joseph Keenan, from the beginning of his career until his death at 87 in July, was one of the best-liked and most-respected leaders in the labor movement. Yet outside of labor, his important contributions to both national and labor history are little recognized.

At the same time, organized labor's pivotal roles in America's war effort and the rebuilding of Europe after World War II have been largely ignored by historians.

Gannon's book affords Keenan the recognition that he deserved—but never sought for himself—as both a labor statesman and in service to his country, and it documents accurately the participation of working people on the job and through their unions in the girding of America for war in the 1940s.

Of particular importance, the book examines in detail the role played by the American trade union movement—much through Keenan's efforts on the scene in Europe—in the rebuilding of the German trade unions smashed by Hitler almost immediately after he came to power.

Forty years later, German trade unionists speak with



gratitude and admiration of Keenan's work for their revitalization. They point out, as well, that because Germany's trade unions were able to regain their feet fairly quickly after the war ended, they were able to participate vigorously in the shaping of the nation's new government and to insist that their long-held democratic traditions serve as a model for its structure.

As this book makes clear, without Joe Keenan's steady hand and his insistence on guaranteeing freedom of association and all trade union rights to German workers, that fierce voice for democracy might not have been heard.

The author points out that the biography is intended to be an overview of Keenan and his career rather than a definitive, scholarly account of his life and times.

Gannon effectively makes the point that although—and perhaps because—Keenan had no hunger for personal publicity—his numerous achievements far outstrip his fame.

Keenan was born in Chicago in 1896, joined Electrical Workers Local 134 there as an apprentice in 1914, became the local's recording secretary in 1928, and from 1937 to 1951 served as secretary of the Chicago Federation of Labor. He was elected secretary of the IBEW in 1957, a post he held until his retirement in 1976. He served as president of the AFL-CIO Union Label & Service Trades Dept. from 1975 to 1979.

In 1948, Keenan became director of COPE's forerunner, the AFL Labor's League for Political Action, and from 1951 to 1954 he also served as secretary of the AFL's Building & Construction Trades Dept.

A supporter of the merger, Keenan was elected to the Executive Council of the newly formed AFL-CIO in 1955 and was re-elected at each federation convention until his retirement. Among his key roles on the council was his chairmanship of the Housing Committee. His strong interest in affordable housing for working people bolstered the effort to create what is now the AFL-CIO's Housing Investment Trust.

But among the responsibilities closest to Keenan's heart—and those that secured him a place not only in labor but also in American history—were his services during World War II as the AFL's representative on the

and better collective bargaining, not less.

That's why it is unfortunate that some misguided members of the business community have elected to kick over the bargaining table in the delusion that labor-management affairs are better conducted as a monologue. Present company excepted, of course, too many employers are seeking first to silence their employees by destroying their unions as an effective force in the workplace and in the community.

Too many, individually and through their trade associations, have proclaimed their determination to oppose by every means—fair and foul—the efforts of their employees to form and to join unions. They have demonstrated bitter opposition to any change in the nation's basic labor law that would make it responsive to the needs and desires of workers. They have applauded and taken full advantage of the Reagan Administration's systematic weakening of the government agencies created to protect the moral and statutory right of free association, the cornerstone of democratic freedom.

At the same time, they proclaim a warm desire for labor-management "cooperation in order to increase productivity," as if productivity were no more than increased exertion and lower expectations on the part of workers. That kind of cooperation simply means acquiescence in management's definition of the problem, management's formulation of the goal, and management's choice of objectives, strategies and solutions. We are, of course, unable and unwilling to oblige.

The labor movement has been around for a long time, and it is not going away. It is built for the long haul, and even its most immediate goals are by no means narrow and exclusive. Behind the question of how to improve our economic condition is the larger question of to what end human economic activity ought to be directed.

Trade unionists on Labor Day 1984 remain loyal to the goals that Samuel Gompers spelled out before the first Labor Day in 1894 when he responded to the question: "What does labor want?"

There is an old canard that his reply was simply "more," which has comforted many whose own selfishness has been justified, in their own eyes, by that spurious text.

What Gompers said was this:

"What does labor want? We want the earth and the fullness thereof. There is nothing too precious, there is nothing too beautiful, too lofty, too ennobling, unless it is within the scope and comprehension of labor's aspirations and wants.

"We want more schoolhouses and less jails; more books and less arsenals; more learning and less vice; more constant work and less crime; more leisure and less greed; more justice and less revenge. In fact, more of the opportunities to cultivate our better natures, to make manhood more noble, womanhood more beautiful, and childhood more happy and bright."

With that as our credo, we have sought, first, to improve the wages and working conditions of our members and to insure respect for their individual dignity and security on the job. This we do through collective bargaining.

Second, we seek to make life better for all the members of our democratic society. This we do through legislative activity and political activism.

We insist that economic activity cannot be regarded as an end in itself, defined by abstract numbers on individual corporate balance sheets. We say it should be a tool to advance the whole human enterprise, to bring about a fairer sharing of the nation's wealth and a broader participation in its social, educational and cultural life. It should be a means toward providing every citizen with a chance to develop to his or her maximum potential.

To bring about such a world requires the fullest cooperation of labor, management and, yes, government—which alone has the means to establish and coordinate the social and economic policies needed to guide America into the next century.

Do the people of Pennsylvania and the people of the United States need a steel industry, an auto industry, a garment industry, an electronics industry? Do companies need profits and workers need paychecks? Can we get along without any of these things, and if so, for how long?

Every successful industrial nation except the United States has asked these questions and answered them in ways that profoundly affect the life of every American. Every such nation but our own has put in place a coherent national industrial policy designed to advance, promote, preserve and protect particular industries or groups of industries—new and old, sunset and sunrise—in its own national interest. These national policies are augmented by well-conceived, complementary trade policies, often with the United States as the targeted market.

What America has, by comparison, is a collection of mini-policies that never add up to a maximum national effort. Thus, we have policies that encourage the flight of American capital overseas, hiding from U.S. taxes, wage rates, and work, health and safety standards. Our specialty has been to export capital to those places in this world where workers are docile, hungry and willing to work for pennies per hour. There is no end to that supply.

Yes, we have a trade policy—it operates only on the inbound shipping lanes. We have an administration that brags of a strong dollar, a dollar so strong that it can attract goods from every corner of the earth and prevent sales of U.S. goods in foreign markets.

At home, we encourage what can only be described as corporate cannibalism, an orgy of leveraged buyouts, asset-stripping, factory-closing, paper-exchanging, and profiteering that takes no account of the interests of workers or customers, communities or the nation as a whole.

The same economic wizards who invented the one-way trade policy resist the concept of a coherent national industrial policy. Hands off, they declare; let the markets function. But they blink at the various ad hoc sectoral policies already in place to protect and preserve the most politically-sensitive areas of our economy.

Do the bankers make foolish loans to tin-horn dictators of the right and left? Never fear, the banks will be bailed out by an array of agencies designed just for the purpose. There is a national policy to support the housing industry, although the Reagan Administration is allowing it to wither on the vine. There is no bigger federal program of sectoral support than the collection of agencies designed to foster and protect American farming.

When the Continental Bank of Chicago went bust, a handful of government officials were able to put together a fast rescue operation that makes the United States the major owner of the bank. But when Chrysler nearly went belly-up, and hundreds of thousands of jobs were at stake, it took an act of Congress and some mighty heavy legislative lobbying to provide only guarantees for new loans to save the company. The government and all investors profited handsomely from that deal.

America still has a choice. We can establish a sensible industrial policy, coordinated with a rational trade policy, whose first priority is the creation of new, well-paid jobs and the securing of a broad middle-class of working men and women. Or, we can let other industrial trading nations and the less-developed world dictate our economic future, a future in which working Americans will see their incomes and living standards decline.

We can easily become a nation of paper-shufflers, launderers, and fast-food dispensers, dominated by a small group of very rich financial institutions which owe their loyalty only to making bigger profits.

Faced with that prospect, labor believes we have a legitimate claim on the goodwill and cooperation of every management able to see beyond next year's earnings report.

We, for our part, are prepared to clasp any hand that is extended to us from the business quarter in the interest of protecting American jobs and security, building America's industrial future, and strengthening the collective bargaining process.

We await any takers.

National Defense Advisory Commission created by President Roosevelt. During that period he also was labor vice chairman of the War Production Board where he was the linchpin in efforts that assured stable labor relations throughout the war and kept the nation's war production humming.

Keenan went to Germany almost immediately after the war ended as labor adviser to Gen. Lucius Clay.

For his services, Keenan was awarded the nation's two highest civilian awards, the Medal of Freedom and the Award of Merit.

Gannon's account of Keenan's service over those years is meaty and satisfying, particularly in his use of Keenan's own recollections and those of major national figures who worked with him.

Among his contemporaries, Ambassador W. Averill Harriman observes in the book's preface that Keenan's name "became a legend both in wartime and beyond" because of his "commitment to the national interest over any parochial or limited concerns, an open and friendly manner which immediately set others at ease; and a belief in the fundamental decency and good will of other human beings."

Gannon says virtually all of Keenan's associates concur in that assessment of his personality and his approach to his duties. They also stress his tenacity to a cause in which he believed, and his unflagging—but not ungentlemanly—opposition to individuals or issues that attacked his deep personal beliefs or the labor movement he loved.

That grit, Gannon shows, was particularly apparent in Keenan's energetic political activities for Labor's League and later COPE.

Keenan was clearly a staunch anti-communist, but he was equally an opponent of the tactics of Sen. Joseph McCarthy, and he lost no love for Sen. Robert Taft either over his red-baiting or labor-hating.

But among the politicians who irked Keenan most was Richard Nixon. In the 1950s Keenan saw the then-Congressman Nixon as the personification of the worst anti-labor anti-progressive forces of the country.

Keenan later likened the AFL's role in the 1950 elections to "a rookie ballplayer coming up for his first year in the big league." But the hard knocks that year—such as Taft's re-election—taught labor a lesson, he said.

"It taught us that we should let no political organization just give us a candidate and tell us we can take it or leave it."

Susan Dunlop

What Do Unions Do?

By Richard B. Freeman and James L. Medoff, Basic Books, Inc., 10 East 53rd St., New York, N.Y. 10022. 293 pages. $22.95.

At a time when the labor movement is facing challenges of historic dimensions, Richard B. Freeman and James L. Medoff have produced one of the most important books about unions to be published in the post-war era.

The two Harvard economists have done original research that the labor movement has long needed to prove that it is a positive force in American society. Writing in clear language, Freeman and Medoff have produced a book every trade union activist should read.

They have gathered in one place the most valuable information available on the impact of unions on productivity, wage scales, corporate profits and the political process. They look with objective eyes at the factors of seniority, membership participation, corruption and non-union workers.

Unlike many other academic observers of unions, Freeman and Medoff analyze the social and democratizing role performed by unions as well as the purely economic.

They put all these factors—positive and negative—on their scholarly scales and conclude that unions are a force for good.

In summing up their research, the economists find that for organized workers unions provide "higher wages and benefits, as well as a voice at the bargaining table and on the shop floor."

Many non-union workers realize that because of the threat of union organizing "their wages and working conditions are better than they might have been, although generally not as good as they would be under collective bargaining, while others will find that their economic position is worse as a result of unionism."

Employers at organized establishments "will see that while unionism is associated with a lower rate of return on capital and less managerial flexibility, the extent to which a union is a liability or an asset depends crucially on how management responds to it."

The authors also conclude that "non-union employers will learn that while the benefits of being union-free generally exceed the costs of union avoidance, the former are often overstated and the latter are often understated."

"Finally," Freeman and Medoff write, "the general public will see that in the economic sphere, unions reduce wage inequality, increase industrial democracy, and often raise productivity, while in the political sphere, unions are an important voice for some of our society's weakest and most vulnerable groups, as well as for their own members."

In the current blizzard of anti-unionism encouraged by a hostile, retrogressive Republican Administration, it is especially important to have this book.

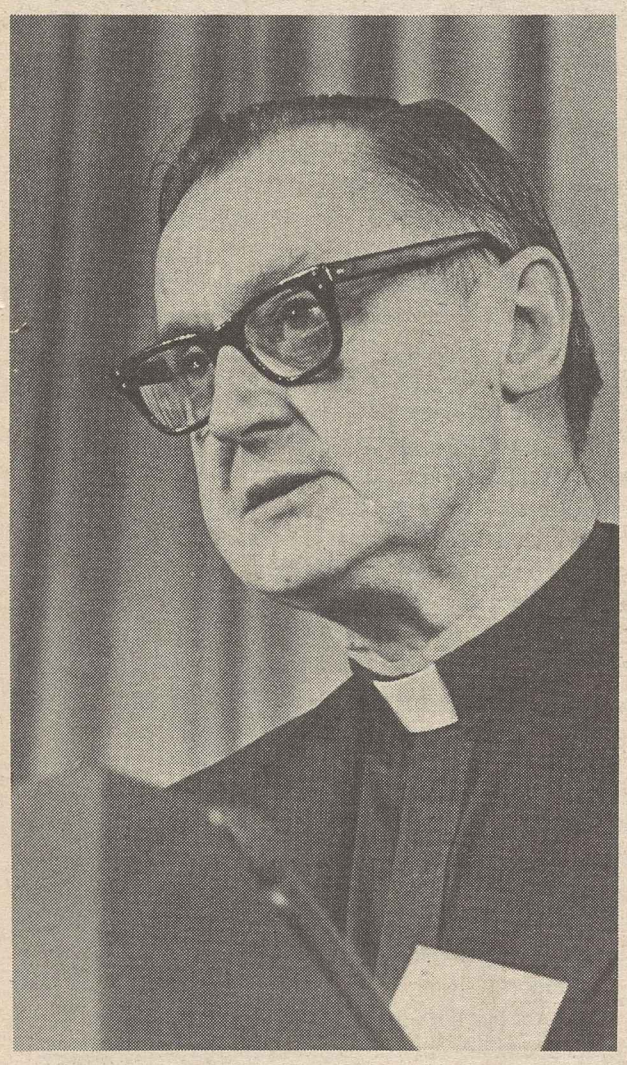
Freeman and Medoff approach labor as friendly critics. They have analyzed all the anti-labor propaganda; they have looked at labor's failings and errors; they have looked at the inauspicious future. Still, they offer hopeful, sound evidence that the labor movement will survive the era of Reagan as it survived earlier periods of stress and strain.

Murray Seeger

New Books continued

Without Fear or Favor: George Higgins On the Record

By Gerald M. Costello, Twenty-Third Publications, Mystic, Conn. 06355. 284 pages. $9.95.



"I will be happy to go . . . on a moment's notice, if you think my presence there would serve a useful purpose."

That was Msgr. George Higgins's response to a recent request that he travel to a city where a dramatic strike of 17,000 union workers had been marred by widespread assaults upon peaceful pickets by private security guards and local police.

"A moment's notice" is the lead-time characteristically required for Msgr. Higgins to enter a fray where human values are at stake.

His interventions on behalf of those in need of help or in defense of principles needing a champion have been not only immediate in response, but also "without fear or favor," appropriately, the title of Gerald M. Costello's study of the man former Supreme Court Justice Arthur Goldberg describes as "a confidant of labor leaders and working people, of presidents and Cabinet officers, of cardinals and priests, of clerical colleagues of other faiths, of lay persons, Catholic and non-Catholic, and of intellectuals."

Although the book has been classified as "biography," Msgr. Higgins has stated the book is not that. The author describes his work as a "journalist's study" of the role Msgr. Higgins has played in the Catholic Church in the United States and in the lives of thousands of people his ministry has touched.

The insights Costello brings to his study are gleaned from the best possible source, Msgr. Higgins's own words presented for more than 35 years in his syndicated weekly column, "The Yardstick", and in articles, lectures, correspondence and interviews.

As a young priest finishing doctoral studies at Catholic University in early 1944, Father Higgins was asked to spend the summer months in a temporary position with the National Catholic Welfare Conference, predecessor organization of the current U.S. Catholic Conference and the National Conference of Catholic Bishops.

That temporary appointment lasted more than 36 years. In the intervening period between his casual initiation and his retirement, George Higgins became one of the most influential members of the Catholic Church in the United States and one of the most respected supporters and interpreters of collective bargaining as an element of modern society.

When Msgr. Higgins as a church representative insists that in today's complex world there can be no truly free society without a free trade union movement, he is in good company. The same conviction has been asserted in papal encyclicals dating back to Pope Leo XIII's "Rerum Novarum" in 1891 and even earlier to the writing of German Bishop Von Kettler. The principle has been repeated and expanded upon by every pontiff and in the last fifty years, most recently by Pope John Paul II in his major document on "Human Work."

The principles of social reform, social justice and social reconstruction enunciated in those papal documents —and expressed in different form and language in national legislation and trade union programs—have been expounded through the years by those associated with the official conferences of the U.S. Catholic Church and in official statements from national Protestant and Jewish organizations.

Some of the Catholic representatives like Msgr. John A. Ryan, Fr. Raymond McGowan and Bishop Francis J. Haas, have been singled out by Msgr. Higgins for special and repeated recognition as having made significant contributions to the process of translating into common usage the general values of generic statements. To that list, current reviewers of the great contributers to social justice invariably add the name of Msgr. Higgins.

The unique role the Monsignor has played in the institutional life of organized labor and organized religion is to explain by word and example the intertwining of their roots, their value systems and their necessity. His intellectual capacity, his philosophical depth, his knowledge of history in the fields of his broad-ranging interests and his communication skills may be matched by others in their particular areas of specialization. But to those attributes, Msgr. Higgins adds the unique ability to plunge into raging controversy while being accepted by the contending antagonists as an advocate only of truth and justice.

Because justice more often than not is on the side of the oppressed, the disadvantaged, the handicapped, the poor and those who work, and because unions so often are the advocates of those struggling groups, here and abroad, Msgr. Higgins frequently is found allied with the labor movement.

He also can be included among those who agree with AFL-CIO President Lane Kirkland that higher standards of conduct and performance should be considered the norm for unions and their leaders. The straight-shooting Monsignor does not hesitate to note departures from that norm.

Whether it is the plight of coal miners in Harlan County, Ky., farm workers in California, hotel workers in Las Vegas, or Polish workers who are members of Solidarnosc that calls for his personal involvement, Msgr. Higgins has shown he is ready "on a moment's notice."

Why he is that available, why he is so willing to lend his voice and being to social justice needs is the point of Costello's study.

This small, authoritative volume traces the influences that shaped this unique personality and highlights the contributions he has made as churchman and labor confidant. It examines the reasons he moves easily in and out of various communities and disciplines and why he is deemed a towering figure in the fields of labor-management relations, interracial justice, ecumenism, and international affairs.

Costello renders an important contribution of his own in underscoring that throughout his multifaceted career, Msgr. Higgins is first and foremost a religious-oriented individual. While pushing and prodding church leaders and institutions into action in support of social needs, the Monsignor never loses sight of his conviction that the spiritual life should be the major preoccupation of the church.

That basic concept is what makes Lane Kirkland's observation about Msgr. Higgins being the labor movement's "parish priest" an apt description of George Higgins's life and career. He is a priest, active in the world because of that calling.

In his acknowledgements, Costello notes prominently the role of William Kircher, former AFL-CIO Director of Organization, in making possible the preparation of the book. Costello also recognizes properly the contribution Kircher made in obtaining Msgr. Higgins's involvement on behalf of the United Farm Workers of America whose president, Cesar Chavez, frequently credits both Higgins and Kircher for having aided immeasurably that union's progress against tremendous obstacles.

"Without Fear or Favor" should be required reading for everyone concerned with social justice, social progress, social order or for anyone who wonders why Msgr. Higgins maintains—week in and week out—that healthy, vigorous collective bargaining is essential to assure the attainment of all those objectives.

Alan Kistler

Contract Administration

By Bob Repas, Bureau of National Affairs, Inc., Washington, D.C. 20037. 247 pp. $17.50.

This book presents an excellent discussion of the role of union stewards and the enforcement of collective bargaining agreements through the grievance procedure. Repas, who has been teaching union members for more than 35 years, has written a book that gives a thorough analysis of the issues without being too lengthy or theoretical. He combines historical and legal background with current issues and adds useful hints for stewards on how to carry out their duties successfully.

The book starts by tracing the development of unions, stewards, and collective bargaining. The major labor laws are summarized, and current legal issues such as lie detector tests and freedom of information acts are touched upon. The various responsibilities of stewards are described, including their roles as political educators, organizers, and communication links between workers and union officials.

Next, the book discusses grievances and grievance procedures. Repas describes tactics for resolving disputes and problems stewards may encounter with management, workers, and their own union. The unique features of grievance handling in the public sector and the building trades are also reviewed.

Arbitration is examined in the third part of the book. The author gives helpful advice on how to select arbitrators, prepare cases, and save time and money.

Finally, the book examines some of the newer aspects of contract administration including the influences of "quality-of-work programs."

No single book can prepare a steward for all possible problems, but *Contract Administration* gives a solid foundation for any steward to work from. It is a valuable tool for steward training and labor education in general.

Neil Gladstein

Labor in America: A History, Fourth Edition

By Foster Rhea Dulles and Melvyn Dubofsky; Harlan Davidson, Inc., Arlington Heights, Ill. 472 pp. $15.95, paper.

Prof. Melvyn Dubofsky of the State University of New York at Binghamton, has performed a noble service in bringing up-to-date the history of labor originally written by Foster Rhea Dulles.

As a result, this volume is the only comprehensive history of the labor movement that covers developments through 1982. The revision, therefore, enables the reader to relate the pressures of the current decade with the many crises faced previously by labor through its long history in America.

The strength of the Dulles-Dubofsky volume is its accessibility. Relatively short for such a comprehensive subject, the book is easily read and well-organized.

Everything is here from the earliest development of workers' attitudes in colonial days, through the different efforts to form national unions, the Knights of Labor and International Workers of the World, and the American Federation of Labor and Congress of Industrial Organizations.

Everything is told with sympathy and understanding for the struggle and conflict American workers have endured to build their democratic union structure.

Architects of Fear

By George Johnson. Jeremy P. Tarcher, Inc., Los Angeles, 252 pp. $13.95.

George Johnson, a former reporter for The Minneapolis Star, has expanded a series of articles he wrote about political and religious fringe movements to make this book.

The groups profiled are grouped on the far right of American politics and have one thing in common—a deep belief in conspiratorial theories and a sick strain of paranoia.

While reading the diatribes of such thinkers as Robert Welch and Lyndon H. LaRouche, Jr., is an instant cure for insomnia, the subject of this book is important.

The many enemies that these political crazies target include trade unions. While these organizations are small, they are often dangerous because of their blind zeal.

These zealots believe they alone understand the revealed truth—they allow no challenges, no opposition and no alternatives. This book reinforces the long-held belief that the greater danger to American democracy comes from the far right.

'Recovery' skips unemployment lines

By James M. Shevis

The President says everything looks fine,
But he ought to check the view from the unemployment line.
And I want to know, where's that recovery?
Everybody must have recovered, except me.

The view from the unemployment line is dreary and disheartening. And if President Reagan really believes that Americans never had it so good, he is far mistaken.

Take that from those who have been there.

Five unemployed workers lifted their voices in desperation at a Capitol Hill press conference following the government's release of the September jobless rate. They described in human terms the impact of the nation's continuing unemployment crisis on their lives and communities.

"I've come a long ways to tell you there is no recovery," said Mildred Jackson of Philadelphia, a 40-year-old mother of four. She was laid off in June 1983 from her job as a sewing machine operator at a clothing factory and except for a two-month stint with the city recreation department this summer, she hasn't worked since.

Help needed

"We need jobs and we must have them. Until we get them, we're counting on our elected officials to give us help, to give us our just due," she declared.

Jackson and the others told reporters they expect to endure more hardship before the needed help comes through. She long ago ran out of unemployment benefits, and faces the prospect of having her utilities shut off.

The press conference was the second called by a coalition of religious, civil rights, and labor groups, including the Full Employment Action Council, which issued a report, "Everybody Must Have Recovered, Except Me," which adopts the title of a folk song written especially for a Cleveland rally sponsored by the coalition last month.

The report found that while the official government jobless rate was 7.4 percent in September, the actual rate was much higher—13.2 percent—once the "discouraged" workers and persons who could find only part-time jobs were counted.

It's tough all over

Even the highly educated are having trouble finding work. Marialba Martinez, 28, a native of Puerto Rico, is bilingual and has a degree in journalism from the University of Maryland. She came to the nation's capital six months ago, looking for a job in public affairs. She's still looking.

"My battle has been with the bureaucracy," she said, as she described the red tape involved in getting a government job rating. Even after obtaining a rating, she found that many agencies aren't hiring because of budget cutbacks.

"The election is a factor, too," she said. "People can't make up their minds about hiring. A lot of professionals like myself are unable to find work. So if I as a professional person am having such a hard time, I worry about those with less education and qualifications."

Meanwhile, she has no steady income, no health insurance, and receives no unemployment benefits because she has not been in Washington long enough to qualify.

Todd Smith, who opened the press conference with the folk song he wrote, singing and playing it on his guitar, was president of Electronics Workers Local 777 at Westinghouse Co.'s Cleveland plant until it was shut down in 1979. He has intermittently worked as a musician most of his life, and after the closing decided to devote his music to the service of the labor movement.

Part-time work

Smith, 38, keeps body and soul together also with occasional cabinet-making work. He serves on the Cleveland United Labor Agency's cultural arts and education committee and has sung at rallies, demonstrations, conventions, and on picket lines across the country.

"I work only part-time, so I guess I don't count. There are lots like me in Cleveland," he said.

The Bureau of Labor Statistics, which computes the monthly jobless rate for the nation, does not count as unemployed those who take part-time jobs because they are unable to find full-time work.

Leila Podmore worked at the Warner & Swasey Precision Tool Co. in Cleveland for 18 years until she was let go two years ago in a mass layoff. A member of the Machinists, she worked as a machine operator.

Podmore has been through a job search program sponsored by local unions, but has been unable to find work. Since she is not eligible for social security benefits, she took early retirement "just to survive," she said.

Corporate insensitivity

"I had given my all to the company, and it didn't give a damn for me. It didn't care for any of us," she said.

Terrence Robinson lives in Washington. He attended high school but did not graduate. He has been looking for work since May. A younger sister and brother are searching for jobs also.

Robinson, a 19-year-old black, said joblessness, crime and drugs go hand in hand in his neighborhood. "I don't want any of that. I just want to work, and help my mother who is unemployed, too," he said.

The Full Employment Action Council pointed out in its report that the number of unemployed blacks has risen since Reagan took office and the number of households headed by unemployed black women has increased dramatically.

The council called for emergency legislation to help the unemployed, endorsing the Community Renewal Employment Act, the Hawkins-Kennedy Youth Incentive Employment Act, and the National Employment Priorities Act, a plant-closing bill, pending in Congress.

Unemployed workers Leila Podmore, Marialba Martinez and Terrence Robinson tell of their plight. Second from left is Moderator Frank Slobig.

Jobless rate remains stuck at 1980's 'intolerable' level

After four years of Reaganomics, American workers are finding they are no better off as the nation's jobless rate last month stayed virtually where it was when President Reagan took office.

The Bureau of Labor Statistics reported the civilian unemployment rate in September was 7.4 percent, only a slight improvement over August's 7.5-percent rate and for all practical purposes unchanged from the 7.5-percent level in January 1981, when there were 8,740,000 jobless.

"For five months, the unemployment level has been stalled at the level Ronald Reagan said was 'intolerable' in 1980," an AFL-CIO statement observed.

"He was right then. To call it 'good news' now that 8.5 million people are out of work is wrong."

While employment has grown by 5.3 million since Reagan took office, this was not fast enough to reduce unemployment over the past four years and only half as fast as the 10-million jobs added during President Carter's term, Federation Research Director Rudy Oswald pointed out.

The BLS report for September showed a drop of 125,000 jobs in the manufacturing sector, the first significant monthly decline in nearly two years. A total of 740,000 factory jobs now have been lost since July 1981.

BLS Commissioner Janet L. Norwood told the congressional Joint Economic Committee that "only about 40 percent" of 185 industries had increased employment last month. That was the lowest percentage since the trough of the 1981-82 recession, she said.

Current economic growth is about 3.6 percent and "is not sufficient to reduce unemployment further," the AFL-CIO statement noted.

"Instead, American workers face a threat of another economic downturn in the months ahead."

The 7.4-percent September jobless rate reflects unemployment among civilian workers, and was not much different from the 7.5-percent levels of July and August. Based on a separate measure that counts the armed forces stationed in the United States among the employed, joblessness last month was 7.3 percent of the workforce, down from 7.4 percent in August.

Neither measure accounts for the so-called "discouraged" workers—those who no longer look for jobs because they believe none are to be found—or those who are employed part-time because they have been unable to find full-time work.

More than in 1981

While the number of discouraged workers declined by 98,000 in the third quarter to a seasonally adjusted 1.2 million, the total still was greater than the 1.1-million discouraged workers counted in the first quarter of 1981 when Reagan took office.

Meanwhile, the number of workers employed part-time because full-time work was not available for them rose to 5,496,000 in September from 5,324,000 the month before.

The drop in the official jobless rate last month was concentrated among women, while the rate for adult men edged up to 6.5 percent in September from 6.4 percent in August, BLS reported.

Masters, Mates strike to defend tanker contracts

Some 500 members of the Masters, Mates & Pilots took their strike against five U.S.-flag tanker companies into its second week as they sought to defend themselves from blatantly anti-union activity by the operators.

MM&P, an affiiate of the Longshoremen, began the walkout Oct. 3 when the companies refused to honor contracts the union says are still in force.

The deck officers' union reached new three-year pacts with major dry cargo liner operators in July after previous agreements expired. The tanker companies, however, unilaterally announced it would not renew their agreement with the union. Instead, they cut wages an average 40 percent, did away with all health benefits, and reduced pension and vacation benefits.

The companies are Marine Transport Lines, Maritime Overseas Corp., Keystone Shipping, Trinidad Corp., and Moore McCormack Bulk Transport. Together, they operate about 60 vessels, including 18 under charter to the government's Military Sealift Command.

The union has filed suit in federal district courts in New York and Philadelphia against one of the companies, Marine Transport Lines, alleging breach of contract. The union has taken the position that its contracts with the companies contain an "evergreen" clause that extends them a year beyond the June 16, 1984, expiration date.

California labor targets ballot issues

Oakland—A ballot proposition to redraw state legislative and congressional district lines in California was denounced by the State AFL-CIO as dangerous and destructive to worker rights.

"It would result in 'right-to-work' laws and everything the anti-labor forces want out of Sacramento," Executive Sec.-Treas. John F. Henning warned at the California AFL-CIO's 15th biennial convention.

Under the plan, which will appear as Proposition 39 on the Nov. 6 California ballot, a commission of retired appellate and state Supreme Court justices would assume the duty of reapportioning districts now done by the state legislature.

State Senate President pro tem David Roberti called the scheme "an attempt by Republicans to do what their numbers won't allow them to do at the ballot box, that is, to displace the majority party and take control of the legislature."

The 600 delegates to the three-day meeting voted unanimously to oppose the proposition.

AFL-CIO Sec.-Treas. Thomas R. Donahue, in a major address to the convention, warned of the consequences of a Reagan re-election and called on California union activists to do their utmost in support of the Mondale-Ferraro ticket.

"Electing Walter Mondale and Geraldine Ferraro won't solve all our ills," Donahue said, "but it is an indispensable first step. To win that election, we have to tell our members the truth about Reagan, Reaganism and Reaganomics."

Also addressing the convention, Joan Mondale, wife of the Democratic presidential candidate, sharply criticized the Reagan Administration's insensitivity to the needs and rights of workers.

"We can't let this continue," she said. "We need a President who understands that this country believes in justice for all—not privileges for some."

Among other speakers were California Lt. Gov. Leo T. McCarthy, Atty. Gen. John Van de Camp, State Assembly Speaker Willie Brown, Jr., Director William Pollard of the AFL-CIO Dept. of Civil Rights, and Frank Harding of the Labor Council of New South Wales in Australia.

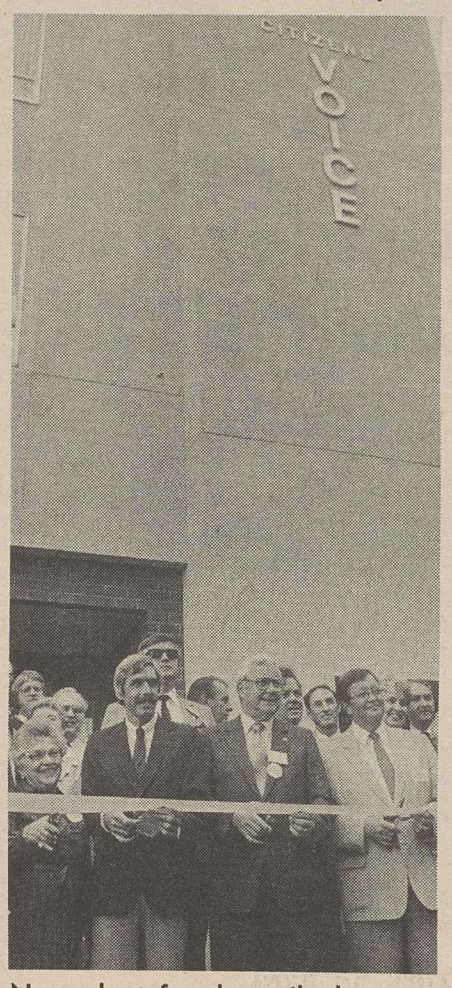
In other business, delegates amended the state federation's constitution to raise the per capita tax from 20 to 25 cents a month, effective Nov. 1. They also endorsed candidates for state legislative seats and in 45 congressional districts.

Henning and the federation's president, Albert J. Gruhn, both were re-elected without opposition to two-year terms. The convention also returned to office all 34 incumbent vice presidents. Charles Yelkey of Transit Union Local 256 in Sacramento was elected to fill a vacant 35th position.

Strike newspaper thrives, moves into modern plant

Wilkes-Barre, Pa.—Local and international union officials ceremonially snipped a ribbon into a dozen pieces Sept. 29 as Wilkes-Barre's newspaper unions formally opened the modern new plant in which they now are publishing their daily newspaper, the Citizens' Voice.

The ceremony and a public open house took place just a week short of six years from the day about 180 of the unions' members struck the long-established Times Leader, owned by the Capital Cities chain and situated just down the block from the new Citizens' Voice plant.



New plant for the strike-born newspaper, Citizens' Voice of Wilkes-Barre, Pa., is officially opened with a ribbon-cutting ceremony.

When the walkout began, Times Leader management turned the struck paper into an armed camp and continued publishing with unorganized personnel and strike-breakers, some from other papers in the chain.

The unions—locals of the Newspaper Guild, Pressmen, Stereotypers and Typographical Union—put out the first edition of the Citizens Voice just three days into the strike using rented equipment and leased quarters and machinery in several locations.

In the union-strong Wyoming Valley, the Citizens' Voice was an immediate success, quickly outstripping the Times Leader in both paid advertising and circulation. It continues to do so.

The paper's officials said they began looking for new facilities in 1983 because of its growing demand.

With the new plant, production of the six-day-a-week tabloid for the first time is taking place under the same roof instead of being spread between sites 10 miles apart.

The new plant is a reconstructed department store warehouse. In it, employees in all departments are working with some of the most up-to-date computer-based publishing system available.

A newly rebuilt, seven-unit press has nearly three times the capacity of the old six-unit machine. Its speed of 48,000 copies an hour is just short of the Citizens' Voice's daily circulation.

Among visiting union officials taking part in the dedication of the new plant were William J. Boarman, vice president, ITU; Charles A. Perlik, Jr., president, TNG; and Leon Wickersham, executive assistant to the president of the Graphic Communications Union.

100,000 take part

Demonstrations assail job-killing trade policy

Continued from Page 1

Among that string of broken promises was the Reagan Administration's quick refusal shortly after taking office in 1981 to continue restrictions on shoe imports.

In 1981, the union said, 50 percent of all shoes sold in the United States were imports. But today the tally is up to 70 percent, "and another American shoe plant goes out of business every week," the ACTWU officers said.

The union charged that the Reagan Administration has not only failed to save jobs and quell the tidal wave of clothing imports—doubled since President Reagan took office—but also has opened the flood gates even wider by refusing to negotiate fair trade agreements with low-wage countries and actively seeking to cut existing tariffs.

The Reagan Administration is filled with "ideological free traders," but "the rest of the world doesn't run on 'free trade,'" the union pointed out.

Widespread protest

Anger over the Administration's anti-U.S. worker stance drew protesters to the rallies organized by ACTWU in large and small communities.

At a demonstration typical of many, ACTWU Local 1733 officials in Paterson, N.J., told protesters that the city has lost 1,000 jobs in textiles and apparel alone just since Reagan took office.

In Paterson, site of the bitter 1913 strike by silk and dye workers' unions that are the ancestors of Local 1733, the protesters were joined by Mayor Frank Graves and Ernestine Bradley, wife of New Jersey Democratic Sen. Bill Bradley.

New York Gov. Mario Cuomo joined protesters at the rally in New York City after procaiming the day "Buy American Day." The City Council also approved a unanimous resolution in support of the demonstration and its goals.

Demonstrators at the Baltimore rally cheered Sen. Paul Sarbanes (D-Md.) who joined the protest and proudy demonstrated the ACTWU union abe in his suit jacket, stressing his concern over the rising tide of imports.

Speakers at each of the rallies pointed to data supplied by ACTWU showing that textile and clothing imports rose by 25 percent in 1983 over 1982, by 44 percent in the first seven months of 1984 over the same period last year, and by 62 percent in July 1984 alone compared to the same month a year ago.

In terms of jobs lost between 1980 and the end of 1983, ACTWU figures showed that the hardest hit states have been in the South, particularly North Carolina, South Carolina and Georgia, and the Mid-Atlantic region including New York, New Jersey and Pennsylvania.

Also badly battered were Texas, Massachusetts and Michigan, but ACTWU's data showed that virtually every state has suffered job losses in the thousands.

ACTWU also stressed that there has been "no economic recovery" from the deep Reagan Recession in spite of an apparent increase in U.S. clothing and textile sales.

Between 1982 and 1983, the union said, imports grew by 25 percent while domestic apparel cuttings actually fell by 1 percent.

World labor welcomes Turkish leader's release

The AFL-CIO and other international labor organizations welcomed the release of President Abdullah Basturk of the Turkish Labor Federation (DISK) after more than four years of imprisonment.

Basturk was jailed following the military takeover in Turkey in September 1980. The International Confederation of Free Trades said that Basturk's release still "does not satisfy union critics of Turkey's sad record on human and trade union rights."

More firms shifting health care costs to workers

A new government study shows a growing number of employers are shifting employee health insurance costs to their workers.

A Bureau of Labor Statistics survey of medium and large firms reveals that although employers generally paid the full cost of providing benefits, "relatively more employees shared in the cost of health insurance in 1983 than in 1982."

AFL-CIO Economist John Zalusky's analysis of the report, titled Employee Benefits in Medium and Large Firms, 1983, notes:

"There has been a rapid increase in the number of workers who are paying for a share of their own health care coverage and an increase in the portion they are paying for a share of their dependent coverage. The deductibles have also increased.

"If this information is an indication of industries' preferred method of offsetting increased health care costs, it bodes ill for the future of American workers.

"This approach seems to assume that workers can control their health care costs, when the likely worker response will be decreased use of health care. That is, because of the added costs, workers will avoid treatment until the problem becomes serious."

Study available

The BLS study, which is available through the U.S. Government Printing Office in Washington, is based on data collected from firms employing at least 100 or 250 people.

The fifth in an annual series, the survey looks at 11 major private sector employee benefits paid for at least in part by employers. It covers a cross-section of the nation's private industries employing 20 million full-time workers.

It was designed to provide the Office of Personnel Management with information on private sector practices for use in comparisons with benefits paid federal workers.

The 11 benefit groupings are paid lunch and rest periods, holidays, vacations, personal and sick leave, sickness and accident insurance, long-term disability benefits, health and life insurance, and private pension plans.

In addition, data were collected on 18 other employee benefits, including stock, savings and thrift, and profit sharing plans; nonproduction bonuses; employee discounts; educational assistance; relocation allowances, and free or subsidized parking.

Information in the study is presented separately for three occupational groups—professional-administrative, technical-clerical, and production workers. For the second year, the survey reflects a drop of about 600,000 in production worker employment within the scope of the study.

The survey does not separate union and non-union firms nor does it go into the cost of benefits. As Zalusky points out, however, "one can clearly see the size of various benefits, and based on this kind of information those engaged in collective bargaining can see where their benefit package stands relative to other workers.

"Most employers do not want to be leaders in the benefit areas, and labor representatives don't want their membership to lag behind the patterns unless the tradeoffs are fairly sound.

"Additionally, with more and more employers looking for cafeteria-style benefit packages as a means of cutting costs, the union needs to know what a basic package should include. Those involved in negotiations should find this study very helpful."

Some of the highlights of the report:

- On average, employees received about 10 paid holidays a year.
- 94 percent of all employees had some protection against loss of income due to short-term disability—either sick leave or sickness and accident insurance, or both.
- Virtually all participants in health insurance plans were covered for most categories of expenses related to hospital and medical care. Life insurance was provided for nearly all workers, most commonly for an amount equal to their annual earnings rounded to the next $1,000.
- Funeral leave, military leave, subsidized parking, and full or partial defrayment of educational expenses were available to at least three-fifths of the employees.
- 40-hour straight-time weekly work schedules applied to 84 percent of the employees covered by the survey. Nineteen percent of the professional-administrative employees, 27 percent of the technical-clerical employees, and 7 percent of the production workers had shorter workweeks.

South Carolina labor bolsters Mondale drive

Myrtle Beach, S.C.—Political action—pressing for a strong turnout of union voters to elect the Mondale-Ferraro ticket—topped the South Carolina AFL-CIO convention agenda.

The 250 delegates underscored their support of Democratic presidential candidate Walter Mondale and running mate Geraldine Ferraro and pledged to continue their "full-scale registration, education and get-out-the-vote campaign to generate maximum turnout and support by union members" for the "pro-worker" Democratic ticket.

The endorsement resolution stressed that Mondale "stands squarely with working people" on isues important to workers and their families including jobs, fair trade, safety and health, education, tax fairness, equal rights, social security and other issues.

Ronald Reagan, the delegates declared, based on his record is "demonstrably against them."

Delegates also pledged to work for the election of COPE-endorsed candidates for state and local races.

State AFL-CIO President Randy Kiser in his report to the convention stressed the key differences between Mondale and Reagan and between their views of the nation's future.

One vision of America, Walter Mondale's, Kiser said, offers fairness to all citizens and it represents "the values of average middle-class Americans—family, neighborhood work, responsibility, concern for those at the bottom of the ladder."

In contrast, Ronald Reagan's vision, "assures continued favor to wealthy Americans," and is shaped by the values "of the priviledged among whom he has lived and whose advice he seeks, and by the imbitions of the executive suite," Kiser warned.

Rep. Butler Derrick (D-S.C.) scored Reagan for promising tohold down textile imports but instead permitting them to rise to record highs, throwing many South Carolina workers on the unemployment lines.

In key resolutions, delegates called for improvements in the state's wage and hour laws and condemned the union-busting tactics of Continental Airlines.

EDITORIALS

November's Stakes

THE ENTIRE strategy of the Reagan campaign is designed to trivialize the underlying issues and reduce the election of the President of the United States to the dimensions of a high school popularity contest.

But it won't work with the trade union movement.

Our faith in democracy and our continued optimism about this election are based upon our confidence that the people cannot be altogether fooled for long.

We have been on the wrong road for four years.

Mr. Reagan would like you to believe that he had nothing whatever to do with any recession, but the recovery is all his.

Yes, there is a lot of economic activity. Vast quantities of manufactured goods are moving, but they're moving only one way: in. A lot of money is changing hands, but it's all in one direction: out. A lot of jobs are being created—in other countries.

Mr. Reagan seems to believe that this is because American industrial workers are paid too much and work too little—thus his cure of union-busting and insecurity enforced by a standing army of the unemployed.

ECONOMIC ACTIVITY cannot be regarded as an end in itself. It should be a tool to advance the whole human enterprise, to bring about a fairer sharing of the nation's wealth and a broader participation in its social, educational and cultural life.

Every successful industrial nation but our own has put in place a coherent national industrial policy designed to advance, promote, preserve and protect particular industries or groups of industries—new and old, sunset and sunrise—in its own national interest.

We have policies that encourage the flight of American capital overseas, hiding from U.S. taxes, wage rates, and work, health and safety standards.

We export capital to those places in this world where workers are docile, hungry and willing to work for pennies per hour—and there is no end to that supply.

We have a trade policy that operates only on the inbound shipping lanes—and that has produced another record trade deficit this year—and a loss of nearly 3 million jobs.

Do the bankers make foolish loans to tin-horn dictators of the right and left? Never fear, the banks will be bailed out.

When the Continental Bank of Chicago went bust, a handful of government officials were able to put together a fast rescue operation that makes the United States the major owner of the bank.

But when Chrysler nearly went belly-up, and hundreds of thousands of jobs were at stake, it took an act of Congress and some mighty heavy lobbying to provide only guarantees for new loans to save the company.

AMERICA STILL has a choice. We can continue to allow other industrial trading nations and the less-developed world to dictate our economic future, a future in which working Americans will see their incomes and living standards decline.

We can become a nation of paper-shufflers, launderers and fast-food dispensers, dominated by a small group of very rich financial institutions which owe their loyalty only to making bigger profits.

Or, we can establish a sensible industrial policy, coordinated with a rational trade policy, whose first priority is the creation of new, well-paid jobs and the securing of a broad middle-class of working men and women.

That is what is at stake in November. And if not enough Americans understand that today—if too many are distracted by Mr. Reagan's soothing happy talk and circus politics—then our job is to make them understand.

Our job is to push the real issues to the forefront. Our job is to educate.

—From AFL-CIO President Lane Kirkland's address to the Industrial Union Dept. convention, Hollywood, Fla., Oct. 3, 1984.

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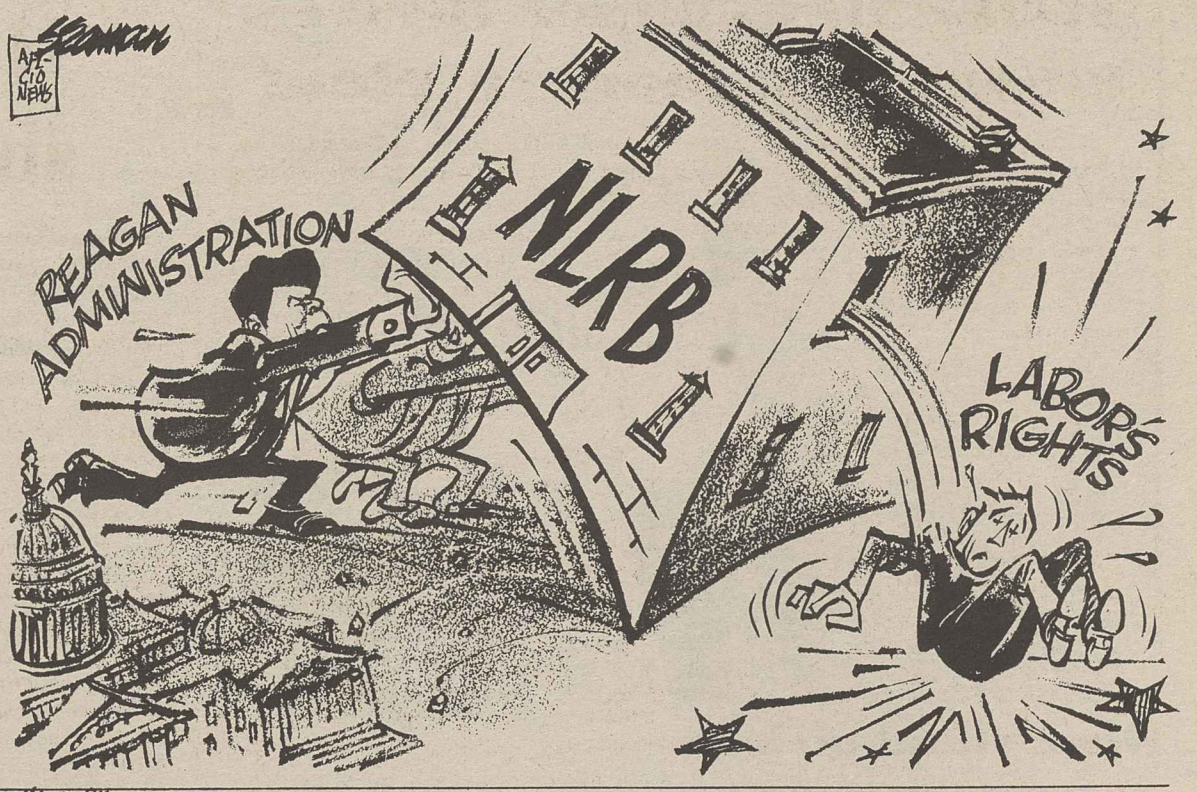

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Washington Window

Older Americans worse off than they were 4 years ago

By Press Associates, Inc.

The past four years of Reagan cuts in domestic programs have had a serious impact on a very vulnerable part of the population—America's 26 million elderly.

A major research survey, titled "Broken Promises: A report on the state of the elderly during the Reagan Administration," includes a state-by-state breakdown of what has happened to programs serving older Americans since 1981. It was released at a Washington news conference by the National Council of Senior Citizens and the State, County & Municipal Employees.

The report listed $24 billion in cuts in programs including Medicare, social security, meals to the elderly, food stamps, senior housing, transportation and legal services. The cuts over four years added up to an average $900 for each person age 65 or over.

A sample of program cuts in 10 states:

California—As in every state, the largest dollar cuts were in Medicare, $1.4 billion, and social security, $778 million, part of cutbacks totaling $2.4 billion. In addition, 12.5 million fewer meals were served to the elderly under the federal food commodities program. Also, 96,006 elderly lost Medicaid coverage, and 8,096 fewer seniors received food stamps.

Trims in Florida

Florida—$1.4 billion in cuts included $836 million from Medicare and $524 million from social security. Some 8.8 million fewer meals were served; 18,526 seniors lost Medicaid coverage, and 12,604 fewer elderly received food stamps.

Illinois—Cuts totaling $1.2 billion included $652 million from Medicare and $423 from social security. Also, 5.8 million fewer meals were served; 12,830 elderly lost their Medicaid, and 17,722 were removed from the food stamp rolls.

Michigan—Cuts of $959 million included $537 million in Medicare and $341 million in social security. The cutbacks included 7.1 million fewer meals for seniors; 15,277 cut from Medicaid and 17,362 removed from the food stamp rolls.

Missouri—Cuts totaling $542 million included $298 million in Medicare cutbacks and $194 million from social security. Further, 4.3 million fewer meals were served to the elderly; 11,539 lost Medicaid coverage, and 6,621 fewer seniors received food stamps.

New Jersey—$812 million in cuts included $432 million in Medicare and $306 million in social security benefits. In addition, 4.1 million fewer meals were served; 10,155 elderly lost Medicaid coverage, and 8,452 fewer received food stamps.

New York hit hard

New York—$2.3 billion in cuts in programs serving the elderly included $1.1 billion in Medicare and $714 million in social security. It included 15 million fewer meals served to senior citizens; 62,437 stricken from the Medicaid program, and 29,834 fewer get food stamps.

Ohio—Cuts totaling $1.1 billion included $566 million in Medicare benefits and $396 million in social security benefits. It aso included 5.2 million fewer meals served to old people; 15,316 who lost Medicaid coverage, and 18,521 who lost eligibility for food stamps.

Pennsylvania—$1.5 billion in elderly program cutbacks included $788 million from Medicare and $522 million from social security. It included 7 million fewer meals served to seniors; 21,617 who lost their Medicaid, and 17,570 fewer food stamp recipients.

Texas—Cuts amounting to $1.2 billion included $641 million in Medicare benefits and $407 million in social security benefits. Cuts also included 9.3 million fewer meals served the elderly; 39,616 who lost Medicaid coverage, and 19,863 fewer getting food stamps.

Having suffered large cutbacks in programs vital to their health, welfare and dignity, senior citizens understand that today they are worse off after four years of Ronald Reagan.

AFL-CIO news

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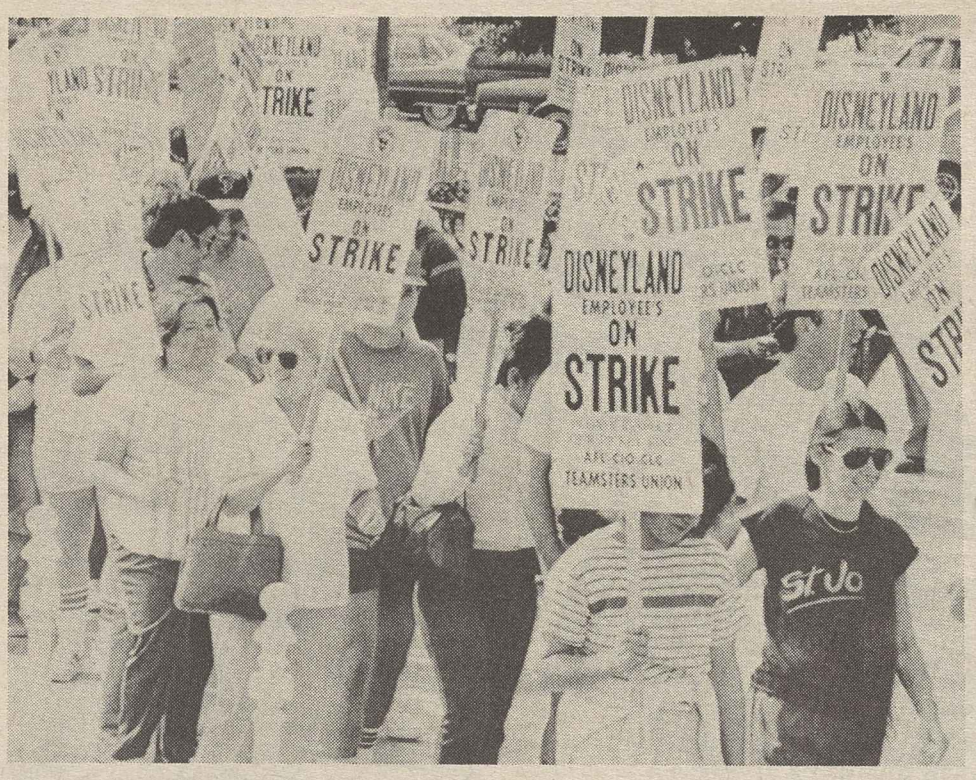

Disneyland pickets

Strike by 1,800 Disneyland workers continues at the Anaheim, Calif., amusement park. The workers, resisting a pay freeze and elimination of health and welfare fringes for new hires, are members of five unions—the Bakery & Confectionery Workers, Hotel Employees & Restaurant Employees, Service Employees, Food & Commercial Workers, and the unaffiliated Teamsters. In the third week of the strike, the California supreme court lifted a curb on picketing.

Open to organizing

White-collar discord shows sharp increase

White-collar workers are growing increasingly unhappy with the way their companies are managed and the unrest could bolster union organizing, a management consulting firm is warning its clients.

Opinion Research Corp. said that in studies of attitudes of middle managers, supervisors, professionals, clericals and hourly workers, it found that across the board over the last ten years, these white-collar employees have been steadily lowering the marks they give employers.

Among the most discontented are clerical workers, making them a "prime target for union organization," the consulting firm said.

ORC based its conclusions on studies of the attitudes of about 250,000 employees at some 200 firms. The survey compared employee attitudes in the periods 1970-74, 1975-79 and 1980-84. Many of the sharpest drops have occurred since the mid-1970s.

Organizing aid

Although ORC's purpose in making public its findings is clearly to alert its business clients of the potential for organizing among their employees, the results are beneficial to the growing number of AFL-CIO unions representing and serving office, technical and professional workers.

The survey, titled Supervision in the 80's: Trends in Corporate America, found that only 49 percent of the clerical workers surveyed rate their firms as "one of the best" or "above average" as a place to work compared to 62 percent five years earlier.

Asked to rate their supervisors, only 46 percent of the clericals rated them "very good" or "good" compared to 54 percent in the earlier period.

The office employees were even more critical of the top managers with only 36 percent giving them highest marks compared to 50 percent in mid-1970.

Only 44 percent of the clericals surveyed currently believe their supervisors deal fairly with all employees, and only 21 percent think their companies apply policies and rules the same way to all employees. Both percentages are down significantly from 1975-79.

Poor outlook

Only 19 percent of the clerical workers questioned—down from an already low 25 percent five years ago—rate their chances of advancement as "very good" or "good."

Clericals are increasingly discontented with their pay. In the most recent period studied, only 45 percent gave their firms the highest ratings, compared to 52 percent in the 1975-79 period. The decline reflects a reversal of what had been improving attitudes since in the 1970-74 period when ORC found that only 34 percent of the clericals were satisfied with their pay.

Clericals are also less happy with benefits, with 67 percent currently giving their firms highest ratings compared to 72 percent five years earlier and 81 percent in the first half of the decade, ORC said.

Another consulting firm, Hay Associates, reported similar concerns over pay.

Hay found an even sharper drop in satisfaction with pay among clerical workers to only 33 percent in 1983 from 60 percent in the mid-1970s.

The firm also noted that dissatisfaction with fairness in pay distribution was widespread among most of the 100,000 managers, professionals and clericals surveyed. Only 20 percent of those workers said they believed their pay levels corresponded to performance levels or to their "merit" as employees.

Federal air controller group votes to merge with AFGE

Leesburg, Va. — Members of the unaffiliated National Air Traffic Controllers Association voted to merge with the American Air Traffic Controllers of the Government Employees.

The merger bolsters AFGE's effort to organize controllers nationwide.

NATCA President Jack Crouse said more than 70 percent of the unit's members at the big control center voted to merge with the AFGE council. The center, 35 miles west of Washington, employs 308 controllers and about 100 supervisors.

Crouse said at a news conference that he was pleased with the unit's vote "to join with the rest of the nation and organize as part of" the AATC.

"It has become clear," he said, "that the Federal Aviation Administration is going to continue to meet with the airline groups in an attempt to expand the capacity of the air traffic system without seeking input from the controllers who must deal with that traffic on a constant basis."

AFGE President Kenneth T. Blaylock welcomed the unit's decision "to join the efforts by air traffic controllers all across this country to organize a bargaining representative under the AFGE banner."

The AFGE controllers' council announced in July that the union had already begun filing petitions with the Federal Labor Relations Authority for elections to represent controllers at a number of facilities.

Prior to the merger, NATCA had filed to represent employees at the Leesburg center.

David Kushner, organizing director for AFGE, said the union has filed 16 petitions for representation elections nationwide, with three more petitions ready for filing and campaigns are underway to gain signatures on representation petitions at 13 other facilities.

Kushner pointed out that while federal labor law requires unions to get signatures from 30 percent of the employees of the facility on an election petition, "many of the petitions we've filed have had signatures from 75 and 80 percent."

The FAA, which employs the nation's 13,500 controllers, has asked the FLRA to determine that AFGE must have a "nationwide" unit of controllers — which would require a petition signed by 30 percent of all 11,400 of the air traffic controllers. The federal labor agency is expected to decide the issue this month.

Air traffic controllers have been without union representation since 1981 when members of the Professional Air Traffic Controllers Organization (PATCO) struck and were fired by President Reagan. The union was later decertified.

Fatal grain elevator blast linked to safety rule delay

The need for an effective federal grain dust standard has been underscored by a Sept. 19 grain elevator explosion in Knoxville, Tenn., which killed three workers and injured 11, Robert Harbrant, president of the AFL-CIO Food & Allied Service Trades Dept., said. The workers were members of the Retail, Wholesale & Dept. Store Union.

In a letter to Assistant Labor Sec. Robert Royland, head of the Occupational Safety & Health Administration, Harbrant noted that the Con Agra blast in Knoxville was the 13th such explosion this year. He urged OSHA officials to "launch an immediate and thorough investigation into the cause of this workplace tragedy."

Harbrant charged that "this tragedy serves as yet another cruel reminder of the consequences of a White House that caters to special interest politics." He noted that after years of inaction, OSHA issued a proposed standard which was watered down by the White House Office of Management & Budget to suit the industry's special interest.

The proposed standard gives the industry a choice of methods of controlling the volatile dust accumulations, including sweeping, while dropping the option of setting a maximum limit on dust accumulation.

OSHA now projects that it will issue a final standard by next spring.

Harbrant's statement noted that in Australia, which has strict controls on grain dust accumulation, there has been only minor explosion in 60 years. This compares to the U.S. record of 374 explosions which killed 205 workers and seriously injured 814 over the past 26 years.

Texas project aids laid-off workers

Beaumont, Tex.—The Human Resources Development Institute has joined with the Texas Employment Commission in helping workers displaced by plant closings and cutbacks return to the workforce.

The joint project, started in mid-September, provides a wide array of re-employment and support services through a one-step worker assistance center in Beaumont, tailored to the needs of long-term workers who have faced a sudden job loss.

HRDI, the federation's training and placement arm, worked closely with the Texas AFL-CIO in planning the program and seeking funding to support its services. As a result of these efforts, Texas Gov. Mark White awarded the program $200,000 in employment funds under provisions of the Job Training Partnership Act.

A first priority for the project will be working with the Oil, Chemical & Atomic Workers, Electrical Workers, and Office & Professional Employees in planning assistance for some 1,400 workers who will be laid off from the Port Arthur, Tex., refinery of Texaco, Inc., over the next few months.

In other services to laid-off union members, HRDI conducted two worker assistance workshops in Beaumont. Service Employees Local 706 assisted in a workshop for 110 workers who lost their jobs at the Baptist Hospital, and the Bakery & Confectionery Workers aided in another session for 40 workers displaced by a layoff at the Rainbo Bread Company.

Main goal

"Our overriding goal is to demonstrate what can be accomplished by integrating the resources . . . concerned with serving dislocated workers," HRDI Executive Director Mike Arnold said. "This joint project is the first JTPA program administered directly by HRDI."

The close cooperation of the Sabine Area AFL-CIO, the Building & Construction Trades Council and the Texas AFL-CIO strengthened the project's ability to assist laid off workers in the Beaumont, Orange and Port Arthur areas, Arnold said.

The joint project, coordinated by Manuel Zamora, HRDI's regional representative, provides outreach, counseling and job search services, while the local employment offices aid in job placement and training referrals. The center's services are augmented by assistance from community groups, local unions and employers.

The key program services include:

- Thorough assessment, using methods developed specifically for dislocated workers, to identify skills that can be transferred to other occupations.
- Job search assistance, including classroom training to equip participants with the skills to conduct effective job searches.
- Response to emergency needs, using a special fund to pay for such essentials as health services or expenses necessary to start a new job.

SEIU wins new contract for 1,150 licensed nurses

Minneapolis—Members of Service Employees Local 113 ratified a new three-year agreement with Health Employers, Inc., which represents 17 Minneapolis-St. Paul, Minn. area hospitals. The agreement covers 1,150 licensed practical nurses.

The contract, which runs through Sept. 30, 1987, provides hourly pay increases of 4.5 percent the first year, and 4 percent in each of the final two years. Monthly pension benefits will increase from $6 to $8 and tuition reimbursement was improved. Shift differential pay increases from 43 cents per hour under the previous contract to 50 cents by the third year of the new agreement.

Reagan hit on latest anti-worker appointment

By James M. Shevis

President Reagan's recess appointment of Rosemary Collyer as general counsel of the National Labor Relations Board "is consistent with the Administration's contempt for employee rights in general and the right to organize in particular," the AFL-CIO charged.

Reagan announced the appointment even though Collyer, 38, failed to win confirmation of the Senate before it adjourned for the year Oct. 12. Senate Democrats had blocked confirmation after organized labor cited Collyer's inexperience and anti-union bias.

Reagan has used the same tactic in getting other appointees into office, most recently in the case of Robert A. Rowland's recess appointment in July as head of the Occupational Safety & Health Administration.

AFL-CIO Sec.-Treas. Thomas R. Donahue said Collyer's record is in line "with the background and habits of the Administration's first three appointees to the NLRB"—Chairman Donald Dotson and Members Patricia Diaz Dennis and Robert Hunter.

Collyer's appointment is effective until Congress meets again in January. At that time, it may be extended through the first session of the new Congress, which would last through December 1985, while the Senate again considers the nomination. The White House said that if Reagan wins reelection he will renominate Collyer.

Reagan originally named Collyer to the $69,600-a-year job last April when the four-year term of William A. Lubbers ended. The nomination languished in the Senate because of strong labor opposition to it. The Senate Labor & Human Resources Committee had not even brought the nomination to a vote when Congress disbanded last week.

Because Acting General Counsel Wilford W. Johansen's temporary appoint-

Continued on Page 4

AFL-CIO news

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SATURDAY
OCTOBER 20, 1984

How Congress voted in 1984

—Special Section

Walter Mondale is joined by his daughter, Eleanor, at a Stanford University rally. He picked Reagan's home state for a major foreign policy speech.

Mondale narrows gap as voter shifts reshape campaign

By David L. Perlman

The presidential election is wide open and volatile as the candidates prepare for their second debate, political analysts are finding.

Walter Mondale's come-from-behind campaign has muddled the polls and caused millions of voters to take a second look at the candidates and issues. A lot of them, apparently, are still making up their minds.

Opinion samplings found a shift to Mondale after the first presidential debate, with a significant bloc of traditional Democrats returning to the party fold. A tracking poll found that among the same group of respondents support for Mondale increased just after the first debate and increased still further the following week.

A mid-October Washington Post-ABC poll showed Reagan still with a substantial lead, but found one-third of the voters "less than certain" of their choice. A large share of the "soft" Reagan voters said they have a favorable opinion of Mondale and think that he would be more likely than Reagan to keep the United States out of war.

Final debate

The foreign policy debate on Oct. 21 gives President Reagan a probable last chance to erase the public memory of the first debate, when he appeared confused and ignorant against a forceful and competent challenger.

Republican apologists explained that the President had been force-fed too many facts before the first debate, and promised that the error wouldn't be repeated. For the second debate, they said, he would take the offensive—armed, presumably, with rhetoric rather than facts.

Vice President Bush took the attack in his debate with Geraldine Ferraro, scoring points with those already committed to the Reagan-Bush ticket, but leaving a trail of dubious assertions and allegations that put him on the defensive for the better part of a week.

As an example, Bush insisted that Mondale and Ferraro had said the Marines killed in the destruction of the U.S. Embassy in Lebanon had "died in shame."

Pressed by reporters, Bush first insisted his statement was correct. When the demands for documentation continued, Bush found a statement by Mondale charging that Reagan policies had "humiliated" the

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Geraldine Ferraro in Illinois.

Labor bills approved as Congress adjourns

Labor-supported bills to protect the tax-exempt status of workers' fringe benefits, promote modernization of America's steel industry and close the door tighter against racketeers who prey on unions were among the measures passed in the final days of the 98th Congress.

There's another list, too, of important bills that died with adjournment and will have to begin the legislative route anew when the 99th Congress convenes in January.

This unfinished-business list includes the civil rights bill that the House passed overwhelmingly last June, but the Republican Senate let die. A host of job-creating measures the House passed and the Senate ignored are also on the list, including a domestic content requirement for automobiles. The new Congress presumably will make a fresh start at shaping an immigration bill that will be perceived as both fair and effective—and that can command majority support in the House and Senate.

Congress missed its adjournment deadline by a week, but the delay allowed time to complete action on some measures on labor's agenda.

While the tax-exempt status of long-established fringe benefits is assured through permanent legislation, some newer forms of union-negotiated benefits have had only temporary tax-free status, awaiting a more studied congressional decision on permanent legislation.

Last December, the expiration of temporary legislation made educational benefits provided by employers to workers and dependents subject to tax as if they were part of cash wages. The Auto Workers are among the unions that have negotiated such benefits in many of their contracts.

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Democrats look to gain Senate seats

If mid-October projections hold up, this election will diminish the 55-45 Republican majority in the Senate. And if Walter Mondale succeeds in closing the presidential election gap, a Democratic Senate becomes a strong possibility.

One-third of the Senate is chosen every two years and for the first time since 1978, the election arithmetic gives the Democrats an edge. Nineteen seats held by Republicans will be at stake on Nov. 6, to 13 for the Democrats. A 14th Democratic seat has already been retained by Louisiana Sen. J. Bennett Johnston. He won election to his third term on Sept. 29 by receiving more than half the total vote cast in the state's unique and non-partisan open primary.

A five-seat pickup, resulting in a 50-50 tie, would allow the Democrats to organize the Senate if they also won the White House. Geraldine Ferraro, as vice president, would then become the presiding officer of the Senate, able to cast tie-breaking votes. A net gain of six seats would be needed if George Bush were again the vice president.

Important result

Senate elections aren't sporting contests, even though political journalese sometimes gives that impression. A Democratic Senate would mean that Sen. Edward M. Kennedy (D-Mass.), with a 94 percent "right" COPE voting record, would become chairman of the Labor & Human Resources Committee. He would replace Sen. Orrin G. Hatch (R-Utah), who was in accord with labor's position on only 9 percent of key votes.

Open seats, where an incumbent is not seeking re-election, are always prime candidates for takeovers.

That's certainly the case in Tennessee, where the personally popular Senate Republican Leader Howard H. Baker, Jr., is stepping down. His seat is the most likely prospect for a Democratic takeover.

It's possible, although less likely, in the Texas seat opened by the retirement of Republican Sen. John Tower, and in the Massachusetts seat being given up by Demo-

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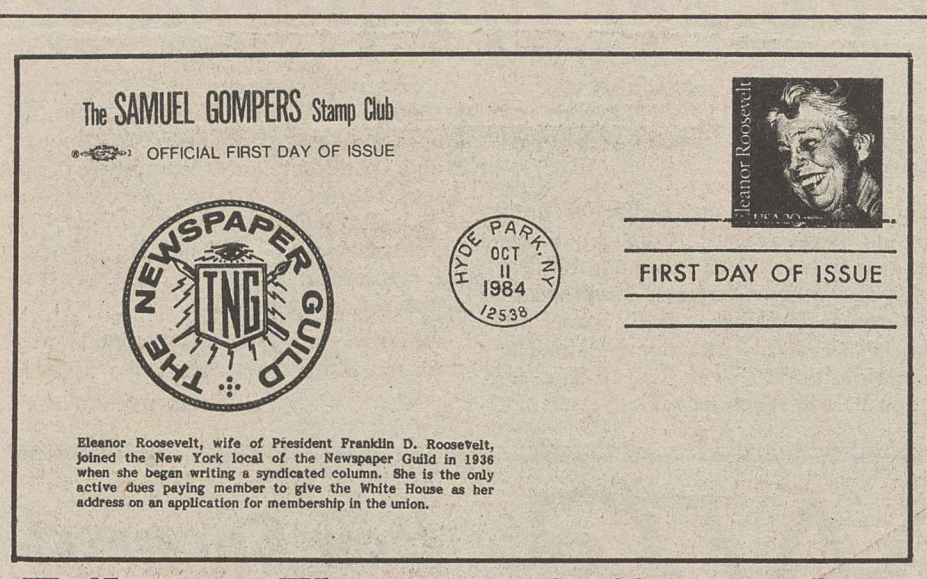


Tribute to Eleanor, a Guild member

Commemorative stamp honoring Eleanor Roosevelt was issued by the Postal Service Oct. 11—which would have been the 100th birthday of the former First Lady. Mrs. Roosevelt, who joined the Newspaper Guild in 1936, was the only active dues paying member to give the White House as her address when applying for membership. The Samuel Gompers Stamp Club has available a limited number of "first day of issue" cancelled, stamped envelopes, postmarked in Hyde Park, N.Y., where Mrs. Roosevelt spent her years after leaving the White House. The envelopes are available from the Samuel Gompers Stamp Club, P.O. Box 1233, Springfield, Va. 22151 for $1 each or three for $2.50.

Rubber Workers see hope in Mondale election victory

Hollywood, Fla.—Delegates to the Rubber Workers convention voted "no confidence" in the economic policies of the Reagan Administration and called for election of the Mondale-Ferraro ticket.

URW President Milan Stone, in his keynote speech, assailed the Reagan Administration for policies that have hurt working people while favoring the wealthy and corporate interests. He called for election of a president "who will represent all the people, not just the fortunate few."

The delegates to the triennial convention also kicked off a celebration of the URW's 50th anniversary, marking the union's founding on Sept. 12, 1935. Special guests included several URW members who were delegates to the founding convention.

Stone said the union today owes its gratitude to those first members who have "given us so much upon which to build," but the URW "will not rest on the accomplishments of the last 50 years. We will build on them and make the URW an even better union."

The URW and other industrial unions have "gone through some pretty sad times during the last three years," Stone said, citing growing tire and rubber imports and a shrinking domestic industry.

In response, the union has streamlined its operations, while keeping up its services to locals and bargaining a 1982 round of master agreements with the major tire and rubber companies, Stone said.

Stone re-elected

The delegates re-elected Stone by acclamation to a second three-year term. Others unanimously re-elected were Sec.-Treas. Donald C. Tucker and Vice President Joseph J. Johnson.

Also elected were 15 members who serve with the top three officrs on the union's executive board. A constitutional amendment adopted by the convention will reduce the total size of the board to 14 by 1987.

AFL-CIO Sec.-Treas. Thomas R. Donahue stressed to the delegates the importance of labor's get-out-the-vote campaign among union members.

With strong support from labor and from the traditional Democratic coalition, the Mondale-Ferraro ticket can win, Donahue asserted.

Convention resolutions condemned the Reagan Administration for gutting the trade adjustment assistance program, and urged adoption of a fair international trade policy that recognizes the concerns of domestic workers.

The delegates underscored their support of auto domestic content legislation in the United States and Canada, and called for adoption of a national reindustrialization policy.

A resolution urged enactment of plant closing legislation that would require employers to face their responsibilities to the workers affected by a closing.

The delegates called for health care cost containment legislation in the U.S. and expressed support for measures to improve the Canadian national health care system.

Other speakers at the convention included Canadian Labor Congress Sec.-Treas. Shirley Carr, AFL-CIO Industrial Union Dept. President Howard Samuel, Sec.-Gen. Michael Boggs of the International Federation of Chemical, Energy & General Workers, A. Philip Randolph Institute President Norman Hill, and President Hisao Suzuki of the Japanese Rubber Workers Union.

Ford settles, too

UAW approves pact with General Motors

The Auto Workers ratified a new three-year agreement with General Motors providing job security and economic gains for some 350,000 employees in the United States, but UAW members in Canada struck GM operations there after rejecting the firm's latest offer.

Approval of the GM pact covering U.S. workers was announced Oct. 14 just hours after the union arrived at a tentative settlement for 114,000 workers at Ford Motor Co. plants.

The accords with GM and Ford, the nation's two largest auto companies, are closely parallel, providing identical wage and benefit improvements. At both companies, the union won novel job-protection measures such as a job bank to retrain laidoff workers.

UAW President Owen F. Bieber called the job security provisions "far-reaching," and said the pacts provide "significant economic gains immediately and in the years ahead."

The strike of some 36,000 Canadian workers could have an immediate impact on GM's U.S. production because of the close integration of the company's North American operations. Many of the U.S. plants are dependent on Canadian-made parts for GM products.

Different needs

GM's latest offer, patterned after the U.S. settlement, was rejected by the Canadian UAW members because of a difference in perceived needs. They are seeking substantial, up-front, pay increases rather than the strong job security guarantees that were the key to the U.S. agreement.

At Ford, the job security plan, labeled the "protected employee plan," commits the company to provide up to $300 million over six years for the job bank and for continuation of paychecks in the event of layoffs. The amount at GM is larger, $1 billion, because of the larger workforce.

Final results of the union ratification vote on the GM pact showed 57.7-percent approval. There were 138,410 votes cast in favor and 102,528 against.

Meanwhile, the union announced it will ask the Chrysler Corp., to open the current contract covering more than 70,000 workers in the United States. The present agreement is due to expire Oct. 15, 1985.

UAW Vice President Marc Stepp, director of the union's Chrysler Dept., said the decision was made unanimously by the UAW Chrysler National Council.

Job security

"The council identified 'job security' as the primary demand in seeking a new contract," Stepp said. "A new nine-person negotiating bargaining committee has been elected, and given a mandate to seek a new contract that puts Chrysler back into the pattern with GM and Ford."

Agreements with Chrysler have deviated from the pattern since 1979 because of the automaker's perilous financial condition. But the firm has recovered and improved its position in recent years.

Aside from the difference in the amounts the companies agreed to put up for their respective job security funds, the only variances between the Ford and GM contracts have to do with seniority and plant closings.

At Ford, workers with one year's seniority as of Sept. 15 who are laid off will have no break in their seniority rights. Ford also agreed not to close any of its plants during the next three years. Both GM and Ford had agreed to such a moratorium in their last contracts, but the provision was not renewed in the GM pact.

Wage increases at Ford are the same as at GM—one pay raise at the start of the contract averaging 2.25 percent, followed by lump-sum payments equal to 2.25 percent of annual pay in the second and third years. The agreement also continues cost-of-living adjustments and a profit-sharing program.

The union's 160-member Ford bargaining council, made up of local presidents and plant representatives, approved the new agreement on Oct. 17, paving the way for the rank-and-file ratification vote. Results are scheduled to be announced Oct. 28.

GM is also negotiating with the Electronics Workers on a new agreement to cover some 24,000 employees represented by the union at seven U.S. plants.

Output drop raises recession fears

A sharp six-tenths of 1-percent decline in the nation's industrial production last month—the first monthly drop in nearly two years—"highlights the fragility of the recovery, and points to the danger that another recession may already have started," the AFL-CIO warned.

Job cutbacks can be expected to follow the drop in output, both the manufacturing and mining industries are being "devastated by a flood of imports encouraged by the overvalued dollar," Federation Research Director Rudy Oswald said.

The Federal Reserve's report on factory output was the second indicator this month to reflect a major setback for the economy, and it was the strongest confirmation yet of a significant slowdown in economic activity.

Earlier, the Labor Dept. report on employment in September showed a loss of 125,000 factory jobs, the biggest decline in nearly two years.

There is no question about the direction in which the economy is headed. Its rate of growth has slowed remarkably this year.

Real, or inflation-adjusted, gross national product fell from a 10.1-percent annual growth in the first quarter of 1984 to 7.1 percent in the second quarter, and to 3.6 percent in the third quarter.

The shrinking GNP is linked to the mounting U.S. foreign trade deficit, which in July ran at an average annual rate of $170 billion. The trade deficit is having devastating impact on American workers. There are 1.3 million fewer manufacturing jobs than in 1979, attributable largely to the surge of imports from low-wage countries and the strong U.S. dollar.

The economic slowdown has been a factor in the decision of major banks to lower their prime lending rate from 12.75 to 12.5 percent. The prime rate is the interest banks charge their most favored corporate customers.

The September drop in factory output followed an almost negligible one-tenth of 1 percent gain in August. The production declines were spread throughout the economy. Manufacturing output fell seven-tenths of 1 percent, with production of durable goods down eight-tenths of 1 percent and nondurable production down four-tenths of 1 percent.

Among the categories of goods, only business equipment and defense and space items rose.

Inventories up

The Commerce Dept. also reported that business inventories expanded eight-tenths of 1 percent in August, partly reflecting a slowdown in sales.

Although housing construction showed an 8.9-percent rise in September the increase did not entirely make up for August's steep 12.3-percent loss. September building starts—the best indication of builders' intentions for the future—continued their downward trend, slipping 5.4 percent after a 3.8-percent decline in August.

The department also reported rising retail sales and falling wholesale prices in September, probably the only bright spots in the economic picture. Sales rose 1.6 percent over the month while wholesale prices fell a seasonally adjusted two-tenths of 1 percent.

Disneyland strike ends as 5 unions ratify pact

Anaheim, Calif.—Members of five unions at Disneyland ratified a new contract with the amusement park, ending a three-week strike.

Employees covered by the master service agreement voted 696 to 292 to accept the settlement and end the walkout that began Sept. 25, the first strike by the unions in 29 years.

Negotiators reached agreement after management dropped demand for benefit concessions and agreed to limit subcontracting to no more than 10 percent of the work performed by Disney workers.

The unions agreed to a two-year wage freeze, turning aside the company's earlier demand for a three-year freeze.

The 1,800 employees covered by the master agreement—janitors, ride operators, ticket sellers, ticket takers, retail clerks and candymakers—are members of the Bakery, Confectionery & Tobacco Workers, Hotel Employees & Restaurant Employees, Service Employees, Food & Commercial Workers and the unaffiliated Teamsters.

Voter shifts reflect gains for Mondale

Continued from Page 1

United States in the Middle East. Bush said his accusation was valid because one of the dictionary definitions of humiliation is shame.

Bush denied in the debate Ferraro's charge that he had said a nuclear war was "winnable" by the United States. But it turned out, the Los Angeles Times had not only a transcript, but an actual tape of the 1980 interview in which Bush said exactly that.

Mondale, meanwhile, picked Stanford University in Reagan's home state of California for a prelude to the foreign policy debate. To a cheering audience, Mondale quoted past Reagan attacks on President Kennedy for not taking "the final step in Cuba," on President Johnson for "not threatening the use of atomic bombs in Vietnam," on President Nixon for signing the SALT I and anti-ballistic missile treaties, and on President Ford for what Reagan termed "bowing and scraping" before the Soviet Union.

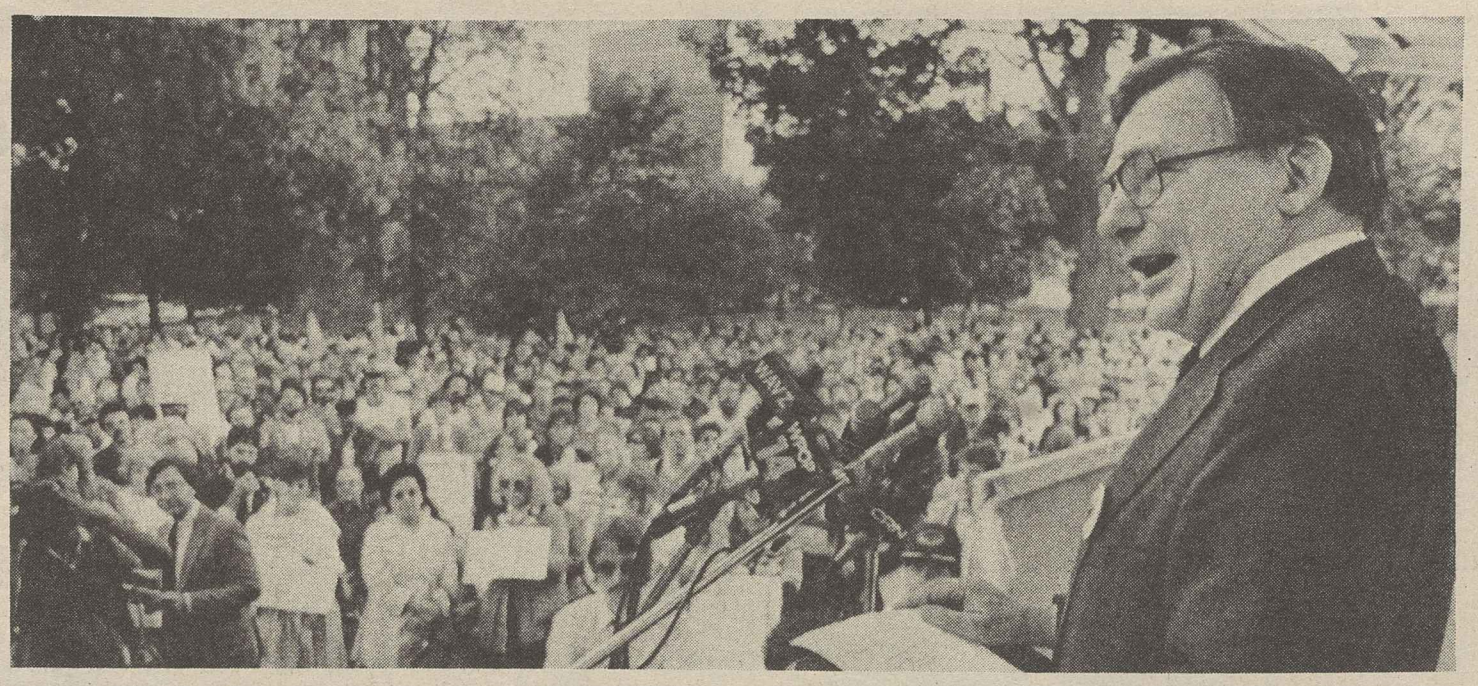
Focus on California

Mondale and Ferraro both have scheduled substantial campaign time in California, the most populous state with 47 electoral votes. The shrinkage of Reagan's lead in his home bas has exceeded the rate in most other states.

Other prominent Democrats were making their voices heard in support of Mondale's candidacy. His chief primary rival, Colorado Sen. Gary Hart introduced Mondale at the Stanford rally. And Massachusetts Sen. Edward M. Kennedy, a crowd-gathering star on the campaign trail, spent three days touring Texas and will visit 20 states by Election Day.

Reagan, who often invokes the memory of John Kennedy and other Democratic presidents, was a leader of a Richard Nixon campaign committee in the 1960 election.

With authority, the Massachusetts senator tells his audiences that Reagan "has no right to quote John Fitzgerald Kennedy." Let him quote Nixon instead, he suggested.



Lane Kirkland addresses massive strike rally for Yale University workers seeking a fair settlement.

Kirkland stresses 'moral urgency' in Yale University fairness battle

New Haven, Conn.—Striking clerical and technical workers at Yale University —members of Hotel Employees & Restaurant Employees Local 34—maintained a united stance in their battle for a first contract, despite a breakdown in negotiations as the walkout enters its fourth week.

The strikers' spirits were bolstered by a massive rally at which AFL-CIO President Lane Kirkland called their job action a "moral urgency" in the battle against economic discrimination at the Ivy League school.

Kirkland told the strikers and their supporters, the issue is "fairness," and the effect of the victory here will be felt "in workplaces all across this land."

"Your strike is not just about better wages. It's about a system that has, for too long, denied female and black workers equal pay for equal work," he stressed.

Local 34 represents some 2,600 secretaries, telephone operators, computer programmers and other clerical-technical workers. More than 80 percent are women, and 17 percent are minorities.

Kirkland criticized the university's administrators for assuming that their institution should be treated differently than private corporations. "University presidents typically urge us to take the responsible and long view of things, but they show us that they can be as narrow-minded and obsessed with the bottom line as any president of a corporation," Kirkland pointed out.

The workers are seeking a pay increase of 29 percent over three years, citing the traditional underpayment of wages to female-dominated jobs.

HERE Local 34 chief negotiator John Wilhelm, a Yale graduate, said the school has "taken advantage of a societal tendency to underpay women and minorities, and we are asking them to change that."

Offer rejected

Local 34 members voted down Yale's final offer which the union said offers only 18 percent in increases over three years.

The university's hard-nosed stance has fueled community, faculty and student support for the workers. Professors and students are holding some 600 of the university's 1,000 classes off campus as a protest.

At an Oct. 5 "silent" protest on the street in front of Yale President A. Bartlett Giamatti's home, 191 members of Local 34 were arrested on disorderly conduct charges.

Local 34 negotiator Deborah Chernoff said the union members "felt they had to sacrifice part of their personal liberty in order to make their point."

At the last bargaining session—the local's 75th meeting with the administrators —the university modified its "final offer," but failed to increase the size of the total package.

The local's negotiators equated that to "moving around the furniture. You can put the couch against this wall or that, but it's still a couch. We received the options on how to shift around the same dollar amount."

The average annual pay for the unit is $13,424. The union is seeking a system with 17 steps in each pay grade, based on longevity, coupled to the 29 percent increase over three years and a quarterly cost-of-living adjustment of 50 percent of the rise in the government's consumer price index.

Corporations cash in on tax cut—128 pay none

Corporations are making a mockery of federal income tax laws by capitalizing on the 1981 Reagan tax bill to avoid paying their fair share, a new study charges.

A survey of 250 major U.S. companies conducted by Citizens for Tax Justice reveals that 51 percent—128 of the companies—paid no federal income taxes at all in at least one of the three years since enactment of the Reagan tax measure. Some actually made money off the tax system.

"Back in the 1950s and 1960s, the corporate income tax supplied one-fourth of all federal government revenues," the study observes. "By 1983, that figure had dropped to 6.2 percent."

The study by the Washington-based coalition of citizen and labor groups points out that the decline of the corporate tax began with the adoption of the investment tax credit in the 1960s, and continued into the 1970s as Congress adopted one new loophole after another in response to corporate lobbyists.

But the largest single loophole for corporate taxes came in 1981 with passage of President Reagan's tax "relief" bill.

The Reagan measure created a new system of fast writeoffs for business investments in plant and equipment. The Accelerated Cost Recovery System (ACRS) opened massive new possibilities for legalized corporate tax avoidance, said Robert S. McIntyre, author of the report and the coalition's director of tax policy.

"It's clear, when over half the companies surveyed—all enormously profitable companies—are paying taxes at rates lower than the average American family, that American business is no longer paying its fair share of the tax load," he said.

"As a result, we're witnessing the largest federal budget deficits ever and our nation's families are being asked to pick up the tab."

According to the congressional Joint Tax Committee, the average effective tax rate on individuals this year is 12 percent.

"Americans are wondering why the federal government is incurring the largest deficits in history even while they are paying the highest taxes ever, and this study documents one important answer: the demise of the corporate income tax," McIntyre observes.

Tax bite

Titled "Corporate Income Taxes in the Reagan Years: A Study of Three Years of Legalized Corporate Tax Avoidance," the survey notes that the federal tax code states that corporations must pay 46 percent of their income over $100,000 in income taxes.

However, the growth of corporate tax loopholes such as ACRS allows companies to pay taxes at rates far below the statutory 46 percent rate.

According to McIntyre, the difference between 46 percent of the income companies report to their shareholders and the amount they actually pay in taxes represents the cost of corporate tax loopholes—lost revenue that must be offset by taxes on other taxpayers either now or, in the case of funds borrowed because of the deficits, in the future.

The 250 companies in the study paid $41.1 billion in taxes on profits of $291.4 billion over the three years, 1981-83, for an average rate of 14.1 percent.

If the 250 companies had met the full statutory rate on their income, they would have paid an additional $91.4 billion in federal taxes over the three years, "a not inconsiderable contribution to narrowing the federal deficit," the coalition study observed. Some of the highlights:

- General Electric Co., for whom President Reagan used to deliver commercials and host a television program, was the single largest beneficiary of the 1981 legislation.

The giant electrical equipment and appliance manufacturer earned $6.5 billion in pre-tax domestic profits over the three years but paid no federal income taxes in any of the years. Instead, the company was able to claim refunds of $283 million for taxes paid before Reagan took office.

- Six other companies—Boeing, Dow Chemical, Tenneco, Santa Fe-Southern Pacific, Weyerhaeuser and Du Pont—also received net tax benefits in excess of $100 million over the three years despite profits totaling $9.8 billion.

Zero taxes

- Five of the 18 firms paying zero or less in taxes (that is, they received rebates of taxes paid in earlier years or sold "excess" tax benefits)—GE, Boeing, General Dynamics, Lockheed and Grumman—are major Pentagon contractors.

- Twelve of the 250 companies in the survey averaged tax payments of 40 percent or more over the three-year period. The highest-taxed company was Whirlpool Corp., with a rate of 45.6 percent.

- On an industry basis, the highest average tax rates were paid by companies in the tobacco, leisure and personal care, and textile industries.

Copies of the study are available from Citizens for Tax Justice, 2020 K St. NW, Suite 200, Washington, D.C. 20006, (202) 293-5340.

Court backs APWU on voter drive

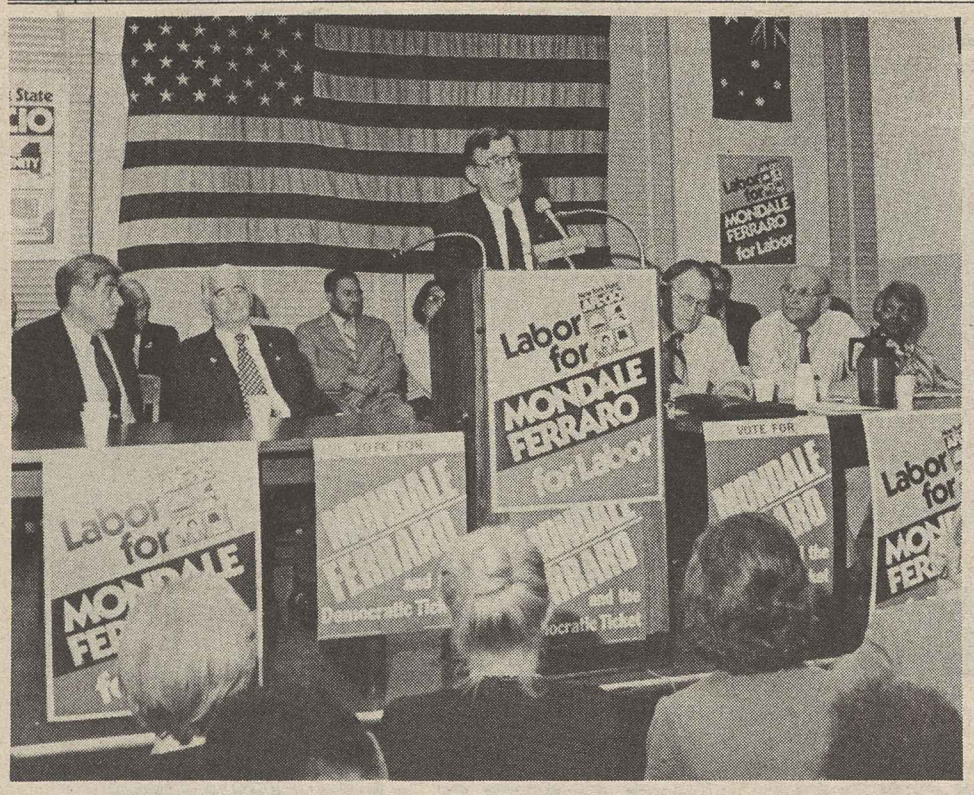
The Postal Workers won a court battle for the right to conduct voter registration campaigns without seeking management's permission, so long as the activity takes place in nonwork areas that are not accessible to the public.

Postmaster Gen. William Bolger had sought to block the union's attempt to get all postal employees registered through a workplace campaign. But the U.S. Court of Appeals for the District of Columbia Circuit backed the union's position and ordered the U.S. Postal Service to rescind its restrictions.

APWU members are now free to register their fellow workers during off-duty hours or on coffee breaks or lunch times in locations such as lounges and employee cafeterias.

With registration deadlines near, APWU President Moe Biller urged locals to undertake an immediate "all-out effort" and to adhere strictly to nonpartisan standards consistent with the Hatch Act.

Locals may also cooperate with voter registration efforts by nonpartisan organizations in public areas and lobbies of post offices where permission for such activities has been given by postal service management.



Federation President Kirkland talks to New York City local union leaders about the election. Sharing the dais are AFSCME Council 37 Director Victor Gotbaum, New York City AFL-CIO President Harry Van Arsdale, AFL-CIO Vice President Frederick O'Neal, State AFL-CIO President Edward J. Cleary, ACTWU Sec.-Treas. Jack Sheinkman and Central Labor Council Treas. Margaret Samuels. The meeting was at ACTWU's local joint board.

Aboard 'Solidarity Van'

Kirkland hits the road to help get out the vote

"We can and we will win in November." That's the message AFL-CIO President Lane Kirkland brought to union halls in Connecticut, Massachusetts, New York and New Jersey.

It is the message he is taking into Pennsylvania, Ohio, Michigan, Illinois and Wisconsin on his two-week "Solidarity Van" tour.

The goal is to mobilize support among AFL-CIO members for the Mondale-Ferraro presidential ticket—and for COPE-endorsed candidates for Congress in districts where the votes of union members can make the difference.

They can in the two Connecticut locations where Kirkland spoke on the first day of his tour.

At Hamden, near New Haven, COPE-endorsed Rep. Bruce Morrison joined Kirkland for his meeting with local union leaders. Morrison won his first term in 1982 with 49.9 percent of the vote, defeating a Republican incumbent burdened by the Reagan recession. The rematch this year looms just as close, and the labor turnout can be decisive.

In Waterbury, Republicans have targeted COPE-endorsed incumbent Democrat William Ratchford in a district that Reagan carried by 50,000 votes in 1980. With Ratchford at the Waterbury meeting was the Democratic challenger in the New Britain area congressional district, Arthur House. The Republican incumbent, Nancy Lee Johnson, won narrowly two years ago but is no shoo-in.

One-on-one approach

At these and the other stops, Kirkland spoke to shop stewards, business agents, local union officers—the men and women who symbolize "the union" in the workplaces.

He talked to them of the importance of the election—and the importance of their efforts.

"Make a direct one-on-one approach to as many union members as you can possibly reach," Kirkland urged.

"Your members know you and you know them. . . . They can't talk back to a leaflet. If a member has reservations or questions about our position, the member is entitled to an answer.

"We respect our members. They're not robots. They're thinking men and women who are pulled and hauled by a variety of influences in our society," Kirkland stressed. But "our case is strong" and if it's presented effectively, "we're going to have them with us."

The van, an office-on-wheels, moved on to New York after a stop at the Pioneer Valley Central Labor Council in Springfield, Mass. There was a rally in Albany, a turnoff from the New York State Thruway to meet with union leaders in Kingston, and a meeting with a large turnout of New York City union leaders at the headquarters of the Clothing & Textile Workers local joint board.

At West Caldwell, N.J., Operating Engineers Local 68 was the host; in Neptune, N.J., the town's labor leaders crowded into the union hall of Laborers Local 343. The Electrical Workers Local 269 hall was the site for the Trenton meeting.

Kirkland talked to unionists, listened to them, and over and over stressed the importance of the election to America's workers.

"A vote for Ronald Reagan is a vote for the worst enemies of working men and women," he declared.

Congress links steel support to modernization, retraining

Congress sent a union-supported message to both the Reagan Administration and the nation's steel companies in a trade bill passed shortly before adjournment.

The legislation is designed to give the Administration the authority to enforce any bilateral agreements on export restraints that it might negotiate with countries where a surge of steel shipments to the United States has been based on unfair trade practices.

Reagan position

When President Reagan last month rejected recommendations of the U.S. International Trade Commission for quotas and tariffs to curtail fast-mounting steel imports, he said he will ask countries chiefly responsible for the import surge to agree to voluntary restraints.

The Administration said its goal was to hold imports to about 20 percent but above the 15 percent sought in legislation pushed by the bipartisan Congressional Steel Caucus. It then asked Congress to give it authority to enforce such voluntary agreements as if the limitation were written into law, thus assuring compliance.

In doing so, Congress included a nonbinding statement that the market share of steel imports should be less than the 20 percent Administration target.

And it directed that as a condition of import relief, steel companies use their assets for modernization and worker retraining—goals sought by the Steelworkers.

The little-noted measure was the closest approach Congress has taken in the direction of an industrial policy strategy, which has long been urged by the trade union movement.

As a condition of any import relief, it requires major steel companies that have gone through significant layoffs to put aside not less than 1 percent of their net cash flow for purposes of worker retraining.

Reagan bypasses Senate in filling key NLRB post

Continued from Page 1

ment automatically ended when Congress adjourned, the NLRB found itself temporarily unable to enforce federal labor laws for the second time in six months.

A similar situation arose in April with the expiration of Lubbers's term, and the White House did not immediately come forward with an interim appointment. The four-day interruption, the first in 17 years at the NLRB, limited the authority of NLRB regional offices to respond to improper firings or other unfair labor practices.

Last summer, Reagan sent his nomination of OSHA chairman Robert Rowland to the Senate just one day before it recessed for the Democratic convention. Three days before the Senate was to reconvene, the White House announced that Rowland would receive a recess appointment enabling him to continue in office through the session of Congress.

The NLRB general counsel's post is one of the most important labor jobs in the federal government. Although the board's policy is set by its five members, the power to enforce federal labor laws by issuing complaints or seeking injunctions rests with the general counsel.

Pro-employer tilt

At Senate confirmation hearings last summer, Donahue warned that the Collyer appointment would worsen the NLRB's already heavy pro-employer tilt. Citing her record as chairman of the Federal Mine Safety & Health Review Commission, Donahue said that whenever the agency was divided Collyer voted for the employer position.

"Collyer has been for restricting the coverage of the Mine Safety Act, for reducing penalties against companies found to have violated safety standards, and for narrowly interpreting and applying mandatory safety and health standards designed to protect workers from injury," Donahue pointed out.

She also has been for "restricting the involvement of workers and their authorized representatives in the administration of the Mine Safety Act," he said.

Collyer's appointment as top legal officer of the NLRB, along with Reagan's three member appointees to the board, fits the pattern of the Administration's "single-minded devotion to employer interests," Donahue charged.

Labor bills beat adjournment clock

Continued from Page 1

And the tax-exempt status of group legal services—an increasingly common worker benefit—was due to expire on Dec. 31.

The Senate approved House-passed legislation that restores the tax-exempt status of educational benefits, up to a maximum of $5,000 in one year. It also approved continuation of the group legal services exemptions. Both fringe benefit tax exclusions will run through Dec. 31, 1985.

The steel modernization measure, linked to authority for enforcement of voluntary agreements by other nations to limit steel shipments to the United States, is described in a separate story above.

A carefully crafted tightening of laws to deal with corruption by persons in responsible positions with unions or union-management trust funds was achieved as part of a crime control bill enacted in the final days of Congress.

The AFL-CIO strongly supported the objectives of the measure and Federation President Lane Kirkland, testifying at congressional hearings, repeatedly stressed that "the trade union movement can only be strengthened" by dislodging corruption. Labor's only concern, he said, is that the law be fair and that honest errors in dealing with intricate government regulations are not made subject to penalties aimed at criminals.

As enacted, the legislation makes persons misappropriating more than $1,000 of union or pension funds guilty of a felony punishable by up to five years in prison and a fine of up to $15,000. Offenses involving less than $1,000 continue to be misdemeanors.

Disbarment from office or responsible position is imposed on conviction of "any felony involving abuse or misuse of such person's position or employment in a labor organization or employee benefit plan to seek or obtain an illegal gain at the expense of the members of the labor organization or the beneficiaries of the employee benefit plan."

Advisory role

The bar from office, which will run for 13 years unless reduced to not less than three years by the sentencing court, also prevents the person convicted from serving as a consultant or adviser to a fund.

Present law is more lenient on the disbarment from office and allows a convicted official to continue in office until all appeals are exhausted.

The new law provides that the salary of such a person be put in escrow for the period between conviction and completion of the appeals process. If the conviction is overturned on appeal, the withheld salary will be paid and the bar on employment will be lifted.

A presidential veto threat forced the abandonment of an attempt to fund long-neglected water projects that had strong bipartisan support. Compromises on defense spending resulted in paring President Reagan's proposed increase from an after-inflation 13 percent to an after-inflation 5 percent. And restrictions on funding for the MX missile will require the new Congress to vote on the issue next March before funds can be spent.

Lobbying was intense in the hectic final days of Congress, and the Air Line Pilots blamed "a massive lobbying blitz" by Continental Airlines for scuttling a measure directing the President to establish a review board to recommend a way to resolve the long labor dispute.

Senate Democrats forced the Republicans to take a "fiscally responsible" position on an Administration-sought bill to raise the federal debt ceiling from $1.573 trillion to $1.824 trillion.

A sizable bloc of Senate Republicans followed their usual pattern of voting against a rise in the debt ceiling needed so that Treasury checks won't bounce, counting on Democratic votes to pass the measure. But Democrats, tired of having the votes used against them by Republican election opponents, voted against the higher ceiling. The bill was defeated and an embarrassed GOP leadership had to send Air Force planes across the country to fetch Republican senators who had left for the campaign trail. The debt ceiling bill then passed, 37-30, and the 98th Congress adjourned.

AFL-CIO news

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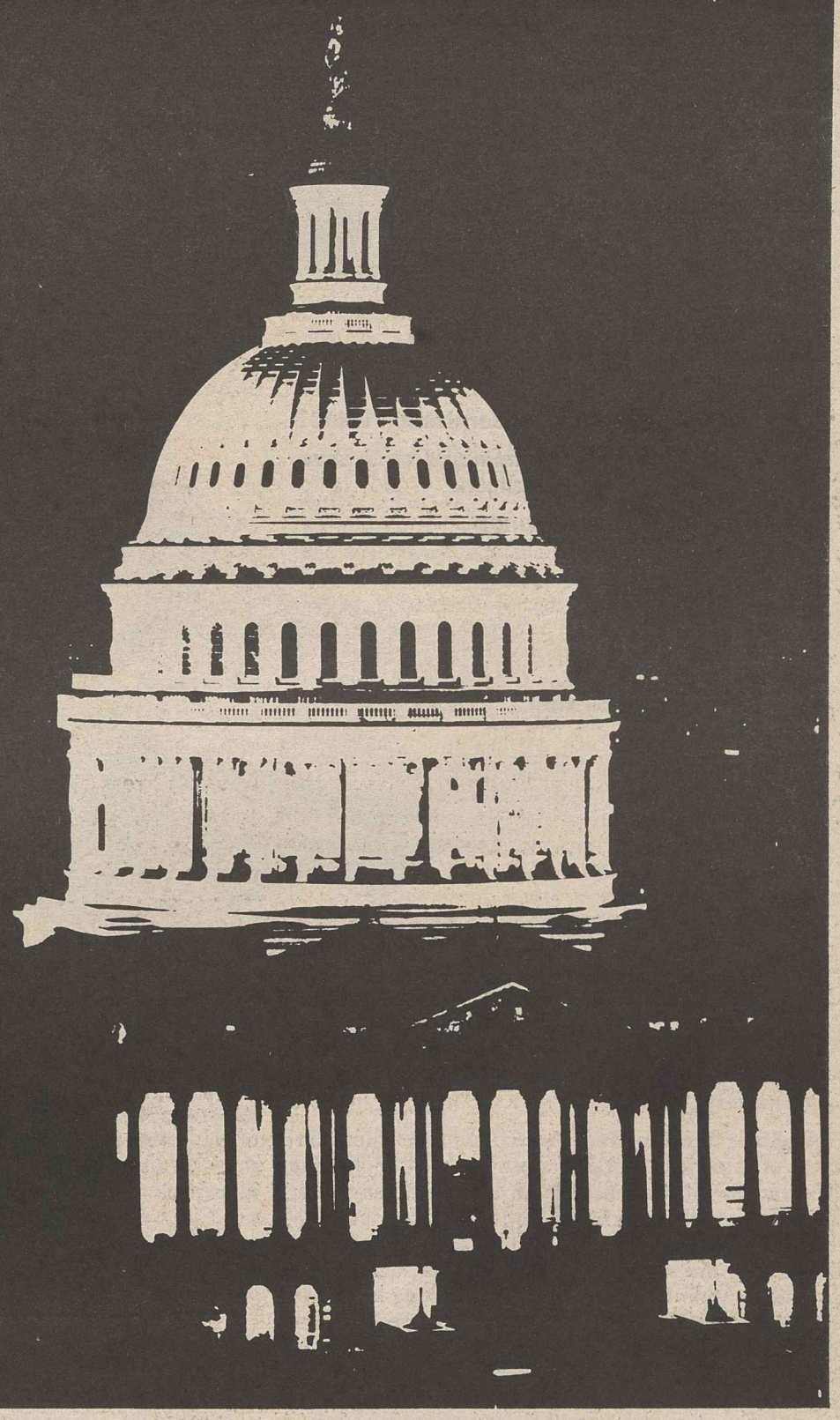
How Congress Voted — A 1984 Scorecard on Workers' Issues



A REPORT ON CONGRESS

IN 1984, legislative inertia replaced legislative achievement in the 98th Congress as the specter of a Ronald Reagan veto hung over Congress, and the Republican-controlled Senate became the burial ground of worker legislation. Despite the best efforts of Democrats and some progressive Republicans in the House of Representatives, Reagan conservatives in the Senate derailed one major legislative initiative after another designed to help American workers. While the Administration's legislative agenda continued to reward the wealthy, the list of Reagan-induced fatalities affecting working Americans continued to grow. These included:

► A bill to provide health care for jobless workers and their families.

► Legislation offering mortgage assistance monies to unemployed Americans facing foreclosure and loss of their homes.

► The domestic auto content bill to help revive the U.S. auto industry and put unemployed workers in scores of other industries back to work.

► A $3.5 billion jobs bill creating 300,000 jobs in the badly needed repair and rehabilitation of local government facilities.

► An increase in training funds for workers made jobless by foreign imports.

► A tax cap to help balance the budget by recovering some of the revenue giveaways in Reagan's 1981 tax ripoff.

In the House, Republican right-wingers blocked action on plant closing protections as well as industrial policy legislation designed to make sense out of U.S. economic policymaking.

As these legislative initiatives bit the dust one after another, Reagan or his GOP congressional allies countered with their own brand of worker "protection" proposals:

► The infamous Hobbs Act amendment to have picket-line incidents made a federal crime.

► A bill to take away the legal right of injured workers to sue when hurt by faulty equipment.

► Balancing the budget on the backs of workers by taxing the value of their fringe benefits, such as health care coverage.

► A plan to strip unions of their First-Amendment right to communicate with their members on political issues.

► A bill to permit legalized wage chiseling through a "pay less" youth subminimum.

► Amendment to weaken "Buy American" requirements in existing federal programs.

► An increase in Medicare costs for retired workers.

► Proposals to repeal the eight-hour work day standard, the ban on industrial homework and the 40-year-old child labor laws.

Senate right-wingers—Hatch, Thurmond, Helms and others—even tried to roadblock a House-passed bankruptcy reform bill which included a provision repealing the Supreme Court's notorious *Bildisco* decision. That 1984 ruling had given union-busters their biggest break yet by allowing any business the right to misuse the federal bankruptcy law to destroy union contracts. But a full-court press by Washington labor lobbyists coupled with a massive AFL-CIO grass-roots lobbying campaign by union members throughout the country, made the difference. The repeal was pushed through Congress in near-record time and enacted into law.

Thanks to the Democratic majority in the House, only a few of the other conservative attacks on worker rights saw the light of day. But the tug of war between the House and the Republican-controlled Senate widened the gulf between them, and stalemate set in on Capitol Hill.

As a result, only a few key votes emerged from the legislative deliberations in Congress in 1984. Thus, this year's issue of the AFL-CIO voting record is less comprehensive than in years past. The blame for this and the legislative stalemate that plagued the 98th Congress lies squarely with the Reagan Administration and the GOP-controlled Senate whose advocacy of "do-nothing" government helped produce a near-empty legislative record.

For American workers, who stood on the sidelines watching this cruel charade played out, the payback comes on Nov. 6. That's when union members can help set a new tone for America's future by turning thumbs down on the Reagan Administration and those members of the Congress who continue to ignore the needs of America's workers and their families.

That's why this election is the most important faced by organized labor and our membership in decades. No President or conservative bloc of anti-labor Senators has ever so threatened the very existence of our unions and the laws and programs that protect our members. And that's the simple reason why the AFL-CIO has endorsed Walter Mondale and Geraldine Ferraro.

The stakes in the 1984 election are high. Every vote in every union household is crucial to the outcome on Nov. 6.

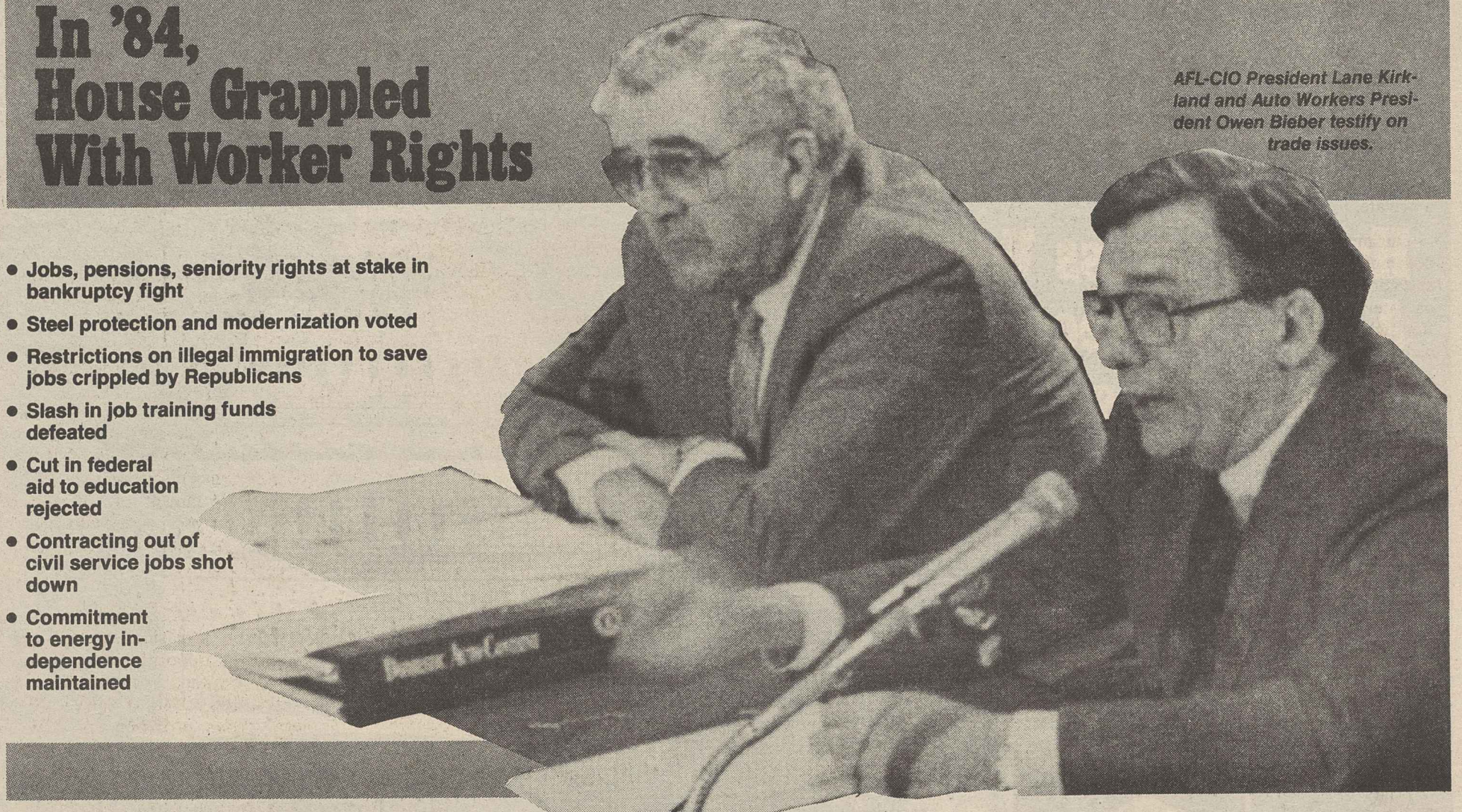
This special section carries labor's 1984 report card on Congress tabulating the votes on major issues of concern to the AFL-CIO in the second session of the 98th Congress.

Congressmen have been judged on 13 key issues—"R-right" or "W-wrong"—on the basis of the position the AFL-CIO took on the legislation. Senators have been rated on 11 key votes.

The tables also include the cumulative voting record and cumulative "right" percentage of each member since election to the House or Senate. With the voting records are brief descriptions of the issues—what the vote was about and its importance to the labor movement and the nation.

Issues of prime importance to labor are the first 6 votes in the House and the first 3 votes in the Senate. In the tabulations they are the votes listed to the left of the rules.

In '84, House Grappled With Worker Rights



AFL-CIO President Lane Kirkland and Auto Workers President Owen Bieber testify on trade issues.

- **Jobs, pensions, seniority rights at stake in bankruptcy fight**
- **Steel protection and modernization voted**
- **Restrictions on illegal immigration to save jobs crippled by Republicans**
- **Slash in job training funds defeated**
- **Cut in federal aid to education rejected**
- **Contracting out of civil service jobs shot down**
- **Commitment to energy independence maintained**

1. Corporate Abuse of Bankruptcy Law Threatened to Destroy Worker Benefits

A serious threat to every protection in the union contracts of American workers arose in 1984. Following the example of Continental Airlines, company after company used the bankruptcy law to oust their employees' unions and arbitrarily shred collective bargaining agreements, fire workers, alter work rules, and reduce pay and pension benefits. This union-busting misuse of federal bankruptcy law was sanctioned in February by the U.S. Supreme Court's *Bildisco* decision. If left intact, this ruling threatened to render worthless the nation's long-standing system of collective bargaining and to undermine union-won benefits like health care, pensions, seniority and work rules.

On the day the court handed down its ruling, the AFL-CIO went to work in Congress to reverse it. The AFL-CIO sought legislation to require a company in financial distress first to obtain the permission of a bankruptcy court before it could modify or reject its collective bargaining agreement. Then, if the company was found to be truly in financial distress, it would have to engage in collective bargaining to reduce pay and benefits only to the extent necessary to save the company. In the process, the company would have to open its books to the workers' representatives, and management would have to assume its share of pay and benefit cuts.

An overwhelming bipartisan majority in both the House and Senate agreed with labor's position. In the House, the collective bargaining protection provision was included as part of a larger omnibus bankruptcy bill. When the bill reached the House floor, the key vote came on the procedural question of the debate rule under which the bill would be considered by the full House. The rule was limited so as to allow only specific amendments. Conservative Republicans, backed by the U.S. Chamber of Commerce and others in the business lobby, attempted to defeat the debate rule in order to get at the collective bargaining safeguard. Their effort was resoundingly defeated by a 242-166 vote on Mar. 21. Later, Congress approved the bankruptcy bill and it was signed into law. The new law not only nullifies the Supreme Court's *Bildisco* decision and puts a stop to corporate abuse of federal bankruptcy law, but also safeguards the integrity of union contracts by compelling employers to engage in good-faith bargaining over any contract changes necessary to allow the firm to reorganize to stay in business.

For — Right. Against — Wrong.

2. Trade—Saving U.S. Steel Jobs

Besides record budget deficits, the Reagan Administration's "do-nothing" trade policies bear direct responsibility for a record U.S. trade deficit—projected to be a staggering $125 billion in 1985. This translates into a loss of three million American jobs. Since Reagan took office, the deficit in manufactured goods alone has gone from a $5.3 billion surplus to an $85 billion deficit. While these deficits mounted, the U.S. steel industry continued to be ransacked by foreign imports whose cheaper prices were sustained by a laundry list of unfair trade practices by the exporting countries. Because of this, steel imports captured a record 33 percent of the U.S. market, and steel employment fell to less than 60 percent of 1979 levels.

To stop this economic plunder, the U.S. International Trade Commission—the agency charged with investigating unfair trade practices—recommended quotas and tariffs on imports to help the ailing steel industry. But President Reagan refused to implement these remedies and instead announced he would seek to negotiate "voluntary" import restraints with exporters.

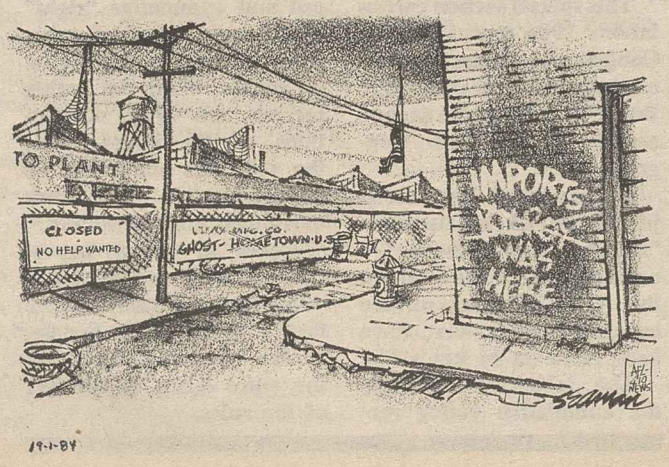
Congress found his response insufficient. On Oct. 3 the House, by an overwhelming 285-134 vote, approved legislation giving the President stronger enforcement powers against unfair steel imports and calling on him to reduce these imports to 17 percent of the U.S. market.

For — Right. Against — Wrong.

3. Bracero Program—Importing More Foreign Workers

After rejecting amendments to strengthen the immigration bill with respect to limitations on foreign workers, the House turned around and approved an amendment by Rep. Leon Panetta (D-Calif.) to re-establish the discredited "bracero" program. This program, which was killed by Congress in 1964, had permitted the importation of hundreds of thousands of foreign agricultural workers who displaced U.S. farm and migrant workers and undercut American working standards. Bracero workers were subjected to some of the worst cases of exploitation in our nation's history. These abuses were recorded in an award-winning expose by the late Edward R. Murrow in the famous television documentary film, "Harvest of Shame."

Under the Panetta amendment, not only would the bracero program be given new life, but no termination date was set for it. Unlimited numbers of foreign workers would be admitted into the U.S. to do agricultural work. No government determination would be required to certify that there were insufficient domestic workers available to do the work, and few protections would be provided foreign workers coming into the United States. Despite strong opposition by labor, Hispanic, church and public interest groups, the House approved the Panetta amendment by a 228-172 vote on June 14.



For — Wrong. Against — Right.

4. Protecting U.S. Jobs from Illegal Immigration

The AFL-CIO has long opposed the heavy flow of illegal immigration, which not only undercuts job opportunities for unemployed Americans but undermines U.S. labor standards as well. Illegal aliens, meanwhile, are often the victims of the worst kinds of worker exploitation. To stop the flow of illegal aliens, the primary solution is to remove the lure of employment opportunity, and the only way to accomplish that is to impose tough penalties on employers who hire persons unauthorized to work in the United States.

In 1984, the AFL-CIO pushed for inclusion in the omnibus immigration bill of tough penalties against employers who knowingly hire illegal aliens. While the original legislation contained such penalties, the bill that emerged from the House Judiciary Committee had been substantially weakened. For example, the committee bill failed to require an employer to check the documentation of those hired unless the employer had been notified previously by the Attorney General that it had hired an undocumented alien in its workforce. This would make it nearly impossible to prove that an employer had "knowingly" employed an illegal alien. Further injunctions against employers violating the law were reserved only for special circumstances rather than being a standard remedy for every violation. Finally, the enforcement process itself was so elaborate and time-consuming that a scofflaw employer could stave off any penalty for years.

As a result, when the bill came to the House floor the AFL-CIO backed an amendment by Rep. Gus Hawkins (D-Calif.) to remedy several of the shortcomings. The responsibility for checking a worker's identification was clearly made the duty of the employer. Injunctions were made standard in all cases, and a court procedure was established to expedite the enforcement process. The Hawkins proposal went even further by outlawing discrimination in hiring, recruiting or referring on the basis of a citizen's or legal resident alien's national origin or status as an alien. Despite these improvements, the House, rejected the Hawkins amendment by a 166-253 vote on June 12.

For — Right. Against — Wrong.

5. Contracting Out of Civil Service Jobs and Public Services

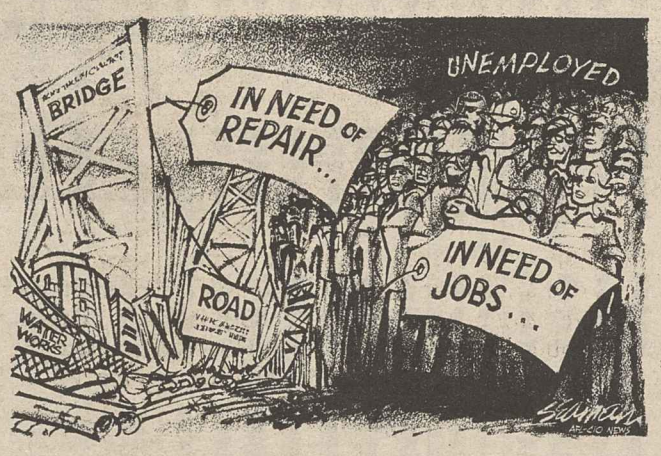
Since 1981 federal government employees have been targeted by the Reagan Administration for massive layoffs, arbitrary cuts in pay, and reduction in job-related benefits. In 1984 conservatives in Congress found still

another way to attack federal workers: the contracting out of traditional public services to the private sector. For government, contracting out can often mean higher costs of services, poorer quality of services, decreased accountability by government officials, and increased corruption within government. For government workers, contracting out is a club to be used against them when they seek better pay, benefits or working conditions. Under the Reagan Administration, contracting out has taken many ridiculous forms including the unsuccessful attempt to turn the U.S. Weather Service into a private, for-profit enterprise.

During 1984 the Reagan Administration tried to contract out the administration of 30 Job Corps conservation centers currently managed by the Department of Interior and Agriculture. The Reagan Administration, which views the Job Corps facilities as a commercial activity, tried to turn their operation over to the lowest bidder despite the fact that he program is one of he nation's oldest and most successful federal job training programs.

During debate on a continuing appropriations bill, Rep. Pat Williams (D-Mont.) offered an amendment to prevent contracting out of these services. By a lopsided 242-162 vote, the House overrode conservative Republican opposition and approved the Williams safeguard on Sept. 25. A similar safeguard was also adopted by the Senate.

For — Right. Against — Wrong.



6. Trade—Restricting Special Import Privileges

The Trade Act of 1974 authorized for a period of ten years the Generalized System of Preferences (GSP), which among other features permits the President to exempt from all tariffs certain items imported from developing countries. GSP imports now constitute about $10.8 billion worth of imports per year, or about 4 percent of total U.S. annual imports. In dollar value, however, the vast majority of GSP duty-free products comes from seven nations. The top three countries—Taiwan, South Korea and Hong Kong—account for 52 percent of total GSP imports in dollar value.

Clearly, these three nations can no longer be characterized as "developing" countries and thus deserving of special access to the U.S. markets at the cost of U.S. workers' jobs. Taiwan, South Korea and Hong Kong now represent the fifth, seventh and ninth largest sources of U.S. imports respectively. As such, they have become major trading countries, exporting more than $26.5 billion worth of goods to the United States alone in 1983. Furthermore, the U.S. trade deficit with these countries alone is expected to reach $19.5 billion by the end of this year. Given their superior trade advantage, the AFL-CIO opposed continuing to give these nations special trade privileges.

During debate on a bill to extend GSP for five more years, Rep. Richard Gephardt (D-Mo.) offered an amendment to strike Hong Kong, South Korea and Taiwan from the list of eligible countries. Despite labor's support for the amendment, the House rejected this important fair trade amendment by a 174-233 vote.

For — Right. Against — Wrong.

7. Setting Labor Standards for Foreign Workers

Another issue of longstanding concern to the AFL-CIO has been the misuse of the existing "H-2" temporary foreign worker program. This program now allows employers to use temporary foreign workers so long as, in the words of the existing law, "unemployed persons capable of performing such service or labor cannot be found in this country." While complaints about the program abound, since H-2 is administered by the Dept. of Labor, it has remained relatively small in size and protective of the rights of both domestic workers who have priority for the jobs and those foreign workers whose admission has been authorized.

Once again, however, the Judiciary Committee weakened the existing H-2 limitations. The committee bill specifically eliminated the language protecting the preemptive employment right of jobless U.S. workers. It also weakened administrative oversight for H-2 by assigning approval of its regulations to the Attorney General with a significant role to be played by the Secretary of Agriculture.

During debate Rep. George Miller (D-Calif.) offered an amendment that would have: (1) maintained the H-2 program as is; (2) tightened restrictions by insuring that non-agricultural H-2 workers would be admitted only if there were not enough qualified workers available here to perform the work in question and then only if the employment of these workers would not adversely affect American wages and working conditions; and (3) establish a commission to review the H-2 program. Despite strong labor support for the Miller amendment, the House rejected it by a 164-256 vote on June 14.

For — Right. Against — Wrong.

8. Failure to Reform Immigration Laws

Although the AFL-CIO had maintained a strong commitment to support immigration legislation in 1984, the rejection of both the Hawkins and Miller amendments, followed by the adoption of the Panetta bracero amendment, forced the AFL-CIO to oppose the final House version of the immigration bill. Despite this opposition, the bill was approved by a narrow 216-211 vote on June 20.

For — Wrong. Against — Right.

9. Saving Job Training/Education Funds from Further Cuts

Another major Reagan budget blitz occurred when the 1985 appropriations bill providing funding for the Departments of Labor and Health & Human Services came to the House floor. Conservatives led by Rep. Bill Frenzel (R-Minn.) offered an amendment to cut funding for both agencies by $1.5 billion despite the fact that the bill was already $421 million less than 1984 funding levels. With nearly nine million Americans still out of work, the amendment would have cut job training funds by $231 million and funds for the summer youth jobs by $55.4 million. Nearly $950 million would have to be cut from federal aid to education programs while another $300 million in medical research would have been erased by the Frenzel amendment. The House rejected this labor-opposed amendment by an overwhelming 276-144 vote on Aug. 1.

For — Wrong. Against — Right.

10. Preserving America's Goal of Energy Independence

Since the energy crisis of the 1970s, the AFL-CIO has vigorously supported federal policies and legislative remedies aimed at achieving energy independence through prudent energy development, conservation and alternative energy sources. A key element in the development of alternative energy sources includes the enhancement of a viable synthetic fuels program. Synthetic fuels are substitutes for natural gas or petroleum that are made from coal, shale, tar sands and hydrogen from water. The AFL-CIO supported legislation—the Energy Security Act of 1980—that created the Synthetic Fuels Corporation (SFC). The SFC was established by Congress to oversee a multi-billion dollar investment of federal funds in direct loans, loan guarantees, price guarantees and joint venture programs to encourage the commercialization of synfuels technology. This industry has already created badly needed employment opportunities for jobless American workers.

In 1984, during debate on an Interior Dept. appropriations bill, House Republicans led an effort to slash funding for the synfuels program. Rep. Silvio Conte (R-Mass.) proposed an amendment to cut $10 billion from the program. Rep. Bill Ratchford (D-Conn.) countered with a labor-backed compromise to reduce appropriations by only $5 billion. By a 236-177 vote on Aug. 2 the House agreed to the Ratchford amendment and thereby sidetracked the more drastic Conte proposal.

For — Right. Against — Wrong.

11. Saving Education Funds from Further Cuts

House conservatives, fearing the political consequences of a near $200 billion Reagan budget deficit, again swung their budgetary meat ax in 1984 at domestic social program spending. High on the target list for right-wing conservatives were federal aid-to-education programs. During debate on legislation reauthorizing 11 educational aid programs designed to help disadvantaged students, Rep. William Goodling (R-Pa.) tried to slash these programs by $700 million. However, the Goodling amendment was rejected by a 169-233 vote on July 28.

For — Wrong. Against — Right.

12. Environmental Protection for Workers and Families

In 1980 Congress recognized that abandoned toxic waste dumps are a major environmental and health hazard. In response, Congress created a "superfund"—a $1.6 billion, five-year, clean-up plan to be administered by the Environmental Protection Agency (EPA) in cooperation with affected states and local jurisdictions. Unfortunately, the 1980 legislation failed to include a key provision for victim compensation which had been opposed by Senate Republicans. Now, under the Reagan Administration, the "superfund" clean-up plan has been slowed to a crawl. A major scandal in 1983 over "superfund" mismanagement resulted in massive resignations of the Reagan-appointed EPA hierarchy.

In 1984, Congress considered a five-year reauthorization of the "superfund." The House version again included a key victim-compensation program. A study commissioned by the original 1980 clean-up law found that legal remedies available in state courts to victims of toxic waste were inadequate. The 1984 bill remedied this by permitting citizens to sue in federal court to gain compensation from companies for injuries caused by hazardous wastes, to force actions to clean up a site if the EPA or the states have not taken such action, or to make EPA carry out the provisions of the superfund law.

Once again conservatives led the fight to strike down the victim-compensation provision as they had done in 1980. Despite labor's opposition, the House by a narrow 208-200 vote on Aug. 9 approved an amendment by conservative Rep. Harold Sawyer (R-Mich.) to delete the legal rights provision for toxic waste victims.

For — Wrong. Against — Right.

13. Promoting Democracy Abroad

Historically, the AFL-CIO has played an important role in the arena of international affairs. The federation not only maintains direct relations with its counterpart labor centers in free countries around the globe, but is directly involved as well in the advancement of trade unions in the developing nations. Since 1962, the AFL-CIO through its regional institutes has contributed enormous resources to unions in developing nations for training in the leadership techniques, basic economics and the practical application of democracy. These institutes have also been directly involved, at the invitation of foreign trade unions and with the cooperation of the national governments, in other activities including vocational training, worker education and construction of cooperatives, medical clinics and housing.

Recognizing the contribution that these activities make to the evolution of democracy abroad, the Congress in 1983 authorized creation of the National Endowment for Democracy. The Endowment is a federally financed, private, non-profit organization whose various activities, such as fostering trade unions in developing countries, are designed to promote democratic institutions. The AFL-CIO, through its Free Trade Union Institute (FTUI), is a participating organization in the Endowment program. In establishing the program, Congress recognized that activities such as advancing trade unions abroad are in the public interest and therefore deserving of public support. In fiscal year 1984, of $18 million appropriated for the Endowment, $11 million went to FTUI for such programs.

In 1984, funding for the Endowment came under attack in both the House and Senate. During debate on the Commerce, Justice, State appropriations bill for FY 1985, the House voted to eliminate the entire $31.3 million appropriation for the Endowment. In the Senate, funding was reduced to $21 million (see Senate Vote No. 4). House-Senate conferees later agreed to a compromise level of $18.5 million. When the conference report came back to the House, Rep. Richard Ottinger (D-N.Y.) announced he would again try to knock out all Endowment funds as he had done before. However, he never got his second chance as the House, by a 237-181 vote on Aug. 8, agreed to a procedural motion offered by Rep. Neal Smith (D-Iowa) to accept the final compromise funding level.

For — Right. Against — Wrong.

'Not a Cloud in the Sky!'

How Your Members Voted in th

	Bankruptcy	Trade—Steel	Bracero Program	Employer Sanctions	Contracting Out	Trade—Imports	Total Labor Votes		Foreign Workers	Immigration	Education Cuts I	Energy	Education Cuts II	Environment	Unions Abroad	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	R	W	7	8	9	10	11	12	13	R	W	%
ALABAMA																		
1. Edwards (R)	W	R	W	W	W	W	1	5	W	W	W	W	W	W	R	37	228	14
2. Dickinson (R)	W	W	W	W	W	W	0	6	W	R	R	R	W	W	W	28	237	11
3. Nichols (D)	W	R	W	W	R	W	2	4	W	R	W	R	R	W	R	78	172	31
4. Bevill (D)	A	R	R	W	R	W	3	2	W	R	R	R	R	W	W	141	110	56
5. Flippo (D)	R	R	W	W	R	R	4	2	W	R	R	R	A	W	A	73	60	55
6. Erdreich (D)	R	R	R	W	R	R	5	1	W	R	R	R	R	W	W	22	8	73
7. Shelby (D)	W	R	R	W	W	R	3	3	W	R	W	R	R	A	W	38	65	37
ALASKA																		
AL Young (R)	W	W	R	W	W	A	1	4	W	R	R	R	R	W	R	76	114	40
ARIZONA																		
1. McCain (R)	W	R	W	W	W	W	1	5	W	R	W	R	W	W	R	5	25	17
2. Udall (D)	R	R	R	R	R	A	5	0	R	R	R	W	R	R	R	216	37	85
3. Stump (R)	W	W	W	W	W	W	6	0	W	R	W	R	A	W	W	14	128	10
4. Rudd (R)	W	A	W	W	W	A	0	4	W	R	W	R	A	W	W	13	125	9
5. McNulty (D)	R	R	R	R	R	A	5	0	W	R	R	W	R	W	R	22	7	76
ARKANSAS																		
1. Alexander (D)	A	R	W	R	A	R	3	1	W	W	R	R	A	R	R	144	81	64
2. Bethune (R)	W	W	W	W	A	W	0	5	W	R	W	W	W	A	W	16	84	16
3. Hammerschmidt (R)	W	W	W	W	A	W	0	5	W	W	W	R	W	W	W	39	215	15
4. Anthony (D)	R	W	W	W	R	W	2	4	W	W	A	R	W	A	W	50	49	51
CALIFORNIA																		
1. Bosco (D)	R	R	W	W	R	R	4	2	W	R	W	R	R	W	R	23	7	77
2. Chappie (R)	W	W	W	W	W	W	0	6	W	R	W	R	A	W	W	5	57	8
3. Matsui (D)	R	R	W	R	R	R	5	1	R	R	R	R	R	R	R	93	11	89
4. Fazio (D)	R	R	W	R	R	R	5	1	W	R	R	R	R	R	R	89	14	86
5. Burton, S. (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	A	R	24	0	100
6. Boxer (D)	R	R	R	R	R	R	6	0	R	R	R	W	A	R	R	28	1	97
7. Miller (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	W	165	18	90
8. Dellums (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	W	213	21	91
9. Stark (D)	R	R	R	R	R	R	6	0	R	W	R	W	R	R	W	181	19	91
10. Edwards (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	W	259	20	93
11. Lantos (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	57	6	90
12. Zschau (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	R	3	27	10
13. Mineta (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	169	22	88
14. Shumway (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	W	6	92	6
15. Coelho (D)	R	R	W	R	R	R	5	1	W	R	R	R	R	R	R	83	18	82
16. Panetta (D)	R	W	W	R	R	R	4	2	W	W	R	R	R	W	W	103	42	71
17. Pashayan (R)	W	W	W	W	R	W	1	5	W	R	W	R	W	W	R	24	77	24
18. Lehman (D)	R	R	W	W	R	R	4	2	W	R	R	R	R	R	R	27	3	90
19. Lagomarsino (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	R	25	178	12
20. Thomas (R)	W	W	W	W	W	W	0	6	W	W	W	R	W	A	A	8	91	8
21. Fiedler (R)	W	W	W	W	W	W	0	6	W	R	R	W	R	W	R	11	50	18
22. Moorhead (R)	W	W	W	W	W	W	0	6	W	W	W	R	W	W	R	18	189	9
23. Beilenson (D)	R	W	R	R	R	R	5	1	R	W	R	W	R	W	W	110	33	77
24. Waxman (D)	R	W	R	R	R	W	4	2	R	R	R	W	R	R	R	161	23	88
25. Roybal (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	R	260	18	94
26. Berman (D)	R	W	R	R	R	W	4	2	R	R	R	W	R	R	R	25	5	83
27. Levine (D)	R	W	R	R	R	R	5	1	R	R	R	R	R	R	R	28	2	93
28. Dixon, J. (D)	R	R	R	R	R	W	5	1	R	R	R	W	R	R	A	93	5	95
29. Hawkins, A. (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	250	11	96
30. Martinez (D)	R	R	R	R	R	W	5	1	R	R	R	R	R	R	R	39	1	98
31. Dymally (D)	R	R	R	R	R	W	5	1	R	R	R	A	R	R	R	53	3	95
32. Anderson (D)	R	R	R	R	R	W	5	1	R	R	R	R	R	R	R	204	40	84
33. Dreier (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	W	1	63	2
34. Torres (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	30	0	100
35. Lewis (R)	W	W	W	W	W	W	0	6	W	R	W	A	W	W	R	12	86	12
36. Brown (D)	R	R	R	A	R	A	4	0	R	R	R	W	R	R	W	215	24	90
37. McCandless (R)	A	W	W	W	W	W	0	5	W	W	W	W	W	W	W	0	29	0
38. Patterson (D)	R	R	R	R	R	W	5	1	R	R	R	R	W	R	W	145	27	84
39. Dannemeyer (R)	W	W	W	W	W	W	0	6	W	W	W	R	A	W	W	6	96	6
40. Badham (R)	W	W	W	W	W	W	0	6	W	W	W	R	W	W	R	14	125	10
41. Lowery (R)	W	W	W	W	W	W	0	6	W	W	W	R	W	W	R	3	61	5
42. Lungren (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	R	5	98	5
43. Packard (R)	W	W	W	W	W	W	0	6	W	W	W	R	W	W	W	1	28	3
44. Bates (D)	R	R	A	R	R	R	5	0	A	W	R	R	R	R	W	23	4	85
45. Hunter (R)	W	R	W	R	A	W	2	3	W	R	W	R	W	W	R	15	48	24
COLORADO																		
1. Schroeder (D)	R	W	R	R	R	W	4	2	R	R	W	W	R	R	W	154	54	74
2. Wirth (D)	R	R	R	R	R	W	5	1	R	R	R	R	R	R	R	141	44	76
3. Kogovsek (D)	A	R	R	R	R	W	4	1	R	R	R	R	A	R	R	87	13	87
4. Brown, Hank (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	W	5	60	8
5. Kramer (R)	W	W	W	W	W	W	0	6	W	R	W	R	W	W	A	15	83	15
6. Schaefer (R)	W	W	W	W	W	W	0	6	W	W	W	R	W	W	W	2	25	7
CONNECTICUT																		
1. Kennelly (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	W	W	43	7	86
2. Gejdenson (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	61	4	94
3. Morrison (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	W	W	25	4	86
4. McKinney (R)	W	R	R	W	W	W	2	4	W	W	R	R	R	R	R	124	95	57
5. Ratchford (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	W	91	11	89
6. Johnson (R)	R	R	R	W	W	W	3	3	W	W	R	W	R	W	W	12	17	41
DELAWARE																		
AL Carper (D)	R	R	W	W	W	R	3	3	R	W	R	W	R	R	R	18	12	60
FLORIDA																		
1. Hutto (D)	R	W	W	W	R	W	2	4	W	W	R	R	R	W	R	38	64	37
2. Fuqua (D)	R	R	W	W	W	W	2	4	W	W	R	R	W	W	R	97	170	36
3. Bennett (D)	R	W	R	W	R	W	3	3	R	W	W	R	W	W	R	148	191	44
4. Chappell (D)	R	R	W	W	W	W	2	4	W	W	R	R	R	W	R	76	159	32
5. McCollum (R)	W	W	W	W	A	W	0	5	W	W	W	W	W	W	R	5	59	8
6. MacKay (D)	R	W	W	W	R	W	2	4	W	W	R	W	W	R	W	14	16	47
7. Gibbons (D)	W	A	W	R	W	W	1	4	W	W	W	R	W	R	R	149	123	55
8. Young (R)	W	R	W	W	W	W	1	5	W	W	R	W	W	W	W	35	202	15
9. Bilirakis (R)	W	R	W	W	W	W	1	5	W	R	R	W	W	W	R	7	23	23
10. Ireland (R)	A	R	W	W	W	W	1	4	W	W	W	R	W	W	R	23	112	17
11. Nelson (D)	R	W	W	W	W	W	1	5	W	W	W	R	W	W	W	37	67	36
12. Lewis (R)	W	W	W	W	W	W	0	6	W	W	R	R	W	W	R	6	24	20
13. Mack (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	R	3	27	10
14. Mica (D)	R	W	R	W	A	W	2	3	W	W	R	R	R	W	R	54	46	54
15. Shaw (R)	W	W	W	W	W	W	0	6	W	W	W	W	A	W	R	4	60	6
16. Smith (D)	R	R	R	W	R	R	5	1	R	W	R	R	R	R	R	27	3	90
17. Lehman (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	R	R	174	28	86
18. Pepper (D)	R	R	R	R	A	R	5	0	R	W	R	R	R	R	R	254	19	93
19. Fascell (D)	R	R	R	W	R	R	5	1	R	W	R	R	R	R	R	261	58	82
GEORGIA																		
1. Thomas (D)	R	R	W	W	R	W	3	3	W	R	R	R	R	R	R	15	15	50
2. Hatcher (D)	A	R	W	W	A	R	2	2	W	R	R	R	A	A	R	35	23	60
3. Ray (D)	R	W	R	W	W	W	2	4	W	R	W	R	W	W	W	8	22	27
4. Levitas (D)	R	R	W	W	W	W	2	4	W	W	W	R	R	R	W	90	102	47
5. Fowler (D)	R	R	W	R	R	W	4	2	W	W	R	R	R	R	R	93	45	67
6. Gingrich (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	R	6	96	6
7. Darden (D)	R	R	W	W	W	W	2	4	W	R	W	R	W	R	W	7	10	41
8. Rowland (D)	R	R	W	W	R	W	3	3	W	R	R	R	R	R	W	13	16	45
9. Jenkins (D)	R	R	W	W	W	R	3	3	W	R	R	R	R	W	W	48	87	36
10. Barnard (D)	R	R	W	W	W	A	2	3	W	R	W	R	R	R	W	28	111	20
HAWAII																		
1. Heftel (D)	A	R	W	W	R	W	2	3	W	W	R	R	R	W	R	93	40	70
2. Akaka (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	R	125	22	85
IDAHO																		
1. Craig (R)	W	W	W	W	R	W	1	5	W	R	W	W	W	W	W	5	60	8
2. Hansen (R)	W	W	A	A	W	A	0	3	A	A	W	A	A	A	A	13	183	7
ILLINOIS																		
1. Hayes (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	22	0	100
2. Savage (D)	A	R	R	R	A	R	4	0	R	R	R	R	R	R	W	55	2	96
3. Russo (D)	R	R	R	W	R	R	5	1	R	W	R	R	R	R	R	146	44	77
4. O'Brien (R)	W	R	W	W	W	W	1	5	W	W	R	R	W	W	R	48	161	23
5. Lipinski (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	R	R	25	5	83
6. Hyde (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	R	32	162	16
7. Collins (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	W	184	12	94
8. Rostenkowski (D)	R	R	R	R	R	R	6	0	R	W	R	R	A	R	W	258	37	87
9. Yates (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	W	295	25	92
10. Porter (R)	W	W	W	W	W	W	0	6	W	R	R	W	W	W	R	10	64	14
11. Annunzio (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	R	R	248	24	91
12. Crane, P. (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	R	16	209	7
13. Erlenborn (R)	W	A	W	W	W	A	0	4	W	W	W	W	W	W	R	27	228	11
14. Corcoran (R)	W	W	W	W	A	W	0	5	W	W	W	W	W	W	R	13	129	99
15. Madigan (R)	W	R	W	W	W	W	1	5	W	W	R	W	W	R	A	60	147	29
16. Martin (R)	W	R	W	R	W	W	2	4	W	R	W	W	W	W	W	20	44	31
17. Evans (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	W	27	3	90
18. Michel (R)	W	W	W	W	A	W	0	5	W	W	W	W	W	W	R	37	274	12
19. Crane, D. (R)	W	W	W	W	W	W	0	6	W	R	W	R	W	W	W	8	94	8
20. Durbin (D)	R	R	R	R	R	R	6	0	W	W	R	R	R	R	R	24	6	80
21. Price (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	R	R	316	15	95
22. Simon (D)	R	A	A	A	A	A	1	0	R	R	R	A	A	A	R	142	29	83
INDIANA																		
1. Hall (D)	R	R	R	A	A	R	4	0	R	R	R	R	R	R	R	33	0	100
2. Sharp (D)	W	R	R	W	R	W	3	3	W	W	R	R	R	R	W	136	55	71
3. Hiler (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	W	3	62	5
4. Coats (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	W	7	58	11
5. Hillis (R)	W	R	W	W	W	W	1	5	W	R	W	R	W	W	W	71	152	32
6. Burton (R)	W	R	W	W	W	W	1	5	W	W	W	R	W	W	R	5	24	17
7. Myers (R)	W	R	W	W	W	W	1	5	W	W	W	R	W	W	W	38	217	15
8. McCloskey (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	R	W	27	3	90
9. Hamilton (D)	W	R	R	W	R	W	3	3	W	W	R	R	R	R	W	183	90	67
10. Jacobs (D)	W	R	W	R	R	R	4	2	R	R	R	W	R	R	W	178	72	71
IOWA																		
1. Leach (R)	W	W	W	W	W	W	0	6	W	W	W	W	R	W	W	43	102	30
2. Tauke (R)	W	W	W	W	W	A	0	5	W	W	W	W	W	W	W	17	82	17
3. Evans (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	W	14	51	22
4. Smith (D)	R	W	W	W	R	R	3	3	W	W	R	R	R	R	R	231	62	79
5. Harkin (D)	R	W	W	R	R	W	3	3	W	W	R	W	R	R	W	134	49	73
6. Bedell (D)	R	W	W	W	R	A	2	3	W	W	W	W	R	R	W	112	75	60
KANSAS																		
1. Roberts (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	W	2	62	3
2. Slattery (D)	R	W	W	W	R	R	3	3	R	W	W	R	W	W	W	17	13	57
3. Winn (R)	W	W	W	W	W	W	0	6	W	W	W	R	W	W	A	37	209	15
4. Glickman (D)	R	W	W	W	R	R	3	3	R	W	R	R	R	W	R	89	57	61
5. Whittaker (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	W	7	97	7
KENTUCKY																		
1. Hubbard (D)	R	R	A	R	R	W	4	1	R	R	R	R	A	W	R	113	73	61
2. Natcher (D)	R	R	R	W	R	R	5	1	W	W	R	R	R	W	R	233	96	71
3. Mazzoli (D)	R	W	R	W	W	W	2	4	W	W	R	R	R	W	W	154	75	67
4. Snyder (R)	W	R	W	W	W	W	1	5	W	R	R	R	W	W	W	58	212	21
5. Rogers (R)	W	R	W	W	R	W	2	4	W	R	R	R	W	W	W	19	46	29
6. Hopkins (R)	W	R	W	W	W	W	1	5	W	R	R	R	W	W	W	28	73	28
7. Perkins (D)	R	*	R	R	*	*	3	0	R	R	R	R	R	*	*	293	35	89
7. Vacancy																		
LOUISIANA																		
1. Livingston (R)	W	W	W	W	W	W	0	6	W	W	R	W	W	W	R	16	114	12
2. Boggs (D)	R	R	R	R	A	W	4	1	R	W	R	R	R	R	W	145	57	78
3. Tauzin (D)	W	R	W	W	W	R	2	4	W	R	W	R	W	W	W	19	48	28
4. Roemer (D)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	W	13	52	2
5. Huckaby (D)	W	W	W	W	W	W	0	6	W	R	W	R	W	W	W	38	106	26
6. Moore (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	W	17	173	9
7. Breaux (D)	W	R	W	W	W	W	1	5	A	W	W	R	W	W	R	69	134	34
8. Long (D)	R	R	W	W	R	R	4	2	W	W	R	R	R	W	R	161	96	63
MAINE																		
1. McKernan (R)	W	R	W	W	W	R	2	4	W	W	R	W	W	R	W	8	22	27
2. Snowe (R)	W	R	W	W	W	R	2	4	W	W	R	R	W	R	W	41	62	40
MARYLAND																		
1. Dyson (D)	R	R	W	W	R	R	4	2	R	R	R	R	R	W	W	49	16	75
2. Long (D)	R	R	R	R	W	W	4	2	R	W	R	R	R	R	R	204	75	73
3. Mikulski (D)	R	R	R	R	R	R	6	0	R	A	R	W	R	R	W	129	14	90
4. Holt (R)	W	R	W	W	R	W	2	4	W	W	R	R	W	W	R	36	172	17
5. Hoyer (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	A	R	56	5	92
6. Byron (D)	R	R	W	W	R	W	3	3	W	W	R	R	W	W	R	47	56	46
7. Mitchell (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	W	221	13	94
8. Barnes (D)	R	R	R	R	R	R	6	0	R	W	R	W	R	R	R	91	10	90
MASSACHUSETTS																		
1. Conte (R)	R	R	R	W	W	R	4	2	R	W	R	W	R	R	R	185	121	60
2. Boland (D)	R	R	A	R	R	R	5	0	R	W	R	R	A	R	R	291	35	89
3. Early (D)	R	R	A	R	W	R	4	1	R	W	R	W	A	R	R	152	31	83
4. Frank (D)	R	R	R	W	R	R	5	1	R	W	R	W	R	R	W	58	6	91
5. Shannon (D)	R	A	A	R	R	A	3	0	R	A	R	W	R	R	A	89	8	92
6. Mavroules (D)	R	R	A	R	R	R	5	0	R	W	R	R	R	R	R	92	8	92
7. Markey (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	W	128	18	88
8. O'Neill (D)											SPEAKER					175	9	95
9. Moakley (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	R	R	191	18	91
10. Studds (D)	R	R	R	R	R	R	6	0	R	W	R	W	A	R	W	190	24	89
11. Donnelly (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	R	R	86	15	85
MICHIGAN																		
1. Conyers (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	W	226	22	91
2. Pursell (R)	W	R	W	W	W	A	1	4	W	R	R	W	W	A	R	65	71	48
3. Wolpe (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	R	93	11	89
4. Siljander (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	A	5	55	8
5. Sawyer (R)	W	R	W	W	W	W	1	5	W	W	W	R	W	W	R	27	112	19
6. Carr (D)	R	R	R	R	R	R	6	0	W	R	R	W	R	R	R	137	28	83
7. Kildee (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	136	11	93
8. Traxler (D)	R	R	W	W	R	R	4	2	W	W	R	R	R	R	R	162	29	85
9. Vander Jagt (R)	W	R	W	W	W	W	1	5	W	R	W	R	W	W	R	42	208	17
10. Albosta (D)	R	R	R	W	R	R	5	1	W	R	W	R	W	R	W	80	24	77
11. Davis (R)	W	A	W	W	R	W	1	4	W	W	R	W	R	R	R	53	48	52
12. Bonior (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	A	R	131	12	92
13. Crockett (D)	R	R	A	R	R	R	5	0	R	R	R	W	R	R	W	61	4	94
14. Hertel (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	R	58	4	94
15. Ford (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	249	9	97
16. Dingell (D)	R	R	A	R	R	R	5	0	R	W	R	R	R	R	R	285	23	93
17. Levin (D)	R	R	R	R	R	R	6	0	R	W	R	R	W	R	R	27	3	90
18. Broomfield (R)	W	R	W	W	W	W	1	5	W	R	W	W	W	W	R	50	193	21
MINNESOTA																		
1. Penny	R	W	R	W	R	W	3	3	W	W	W	W	W	R	R	18	12	60
2. Weber (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	R	W	4	61	6
3. Frenzel (R)	W	W	A	W	W	W	0	5	W	W	W	W	W	W	W	36	196	16
4. Vento (D)	R	R	R	R	R	R	6	0	R	R	R	W	A	R	R	133	13	91
5. Sabo (D)	R	R	R	R	R	W	5	1	R	W	R	R	R	R	R	93	11	89
6. Sikorski (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	R	29	1	97
7. Stangeland (R)	W	W	W	W	W	W	0	6	A	W	W	R	W	W	W	17	128	12
8. Oberstar (D)	A	R	A	A	R	R	3	0	A	R	R	R	R	R	W	172	15	92

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

* Not in Congress at time.

Number before each name shows congressional district.

U.S. House of Representatives

	Bankruptcy 1	Trade—Steel 2	Bracero Program 3	Employer Sanctions 4	Contracting Out 5	Trade—Imports 6	Total Labor Votes R	Total Labor Votes W	Foreign Workers 7	Immigration 8	Education Cuts I 9	Energy 10	Education Cuts II 11	Environment 12	Unions Abroad 13	Cumulative Voting Record R	Cumulative Voting Record W	Cumulative Right Percentage %
MISSISSIPPI																		
1. Whitten (D)	R	R	W	W	R	R	4	2	W	R	R	R	R	W	R	122	207	37
2. Franklin (R)	W	W	W	W	A	W	0	5	W	W	W	W	W	W	W	1	28	3
3. Montgomery (D)	W	R	W	W	W	R	2	4	W	W	W	R	W	W	R	30	224	12
4. Dowdy (D)	A	R	W	W	R	R	3	2	W	W	R	R	R	R	R	47	11	81
5. Lott (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	R	29	178	14
MISSOURI																		
1. Clay (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	A	210	12	95
2. Young (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	108	33	77
3. Gephardt (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	R	114	32	78
4. Skelton (D)	R	R	R	W	R	R	5	1	W	R	R	R	R	R	W	90	49	65
5. Wheat (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	R	29	1	97
6. Coleman (R)	W	W	W	W	W	W	0	6	W	R	R	R	W	W	R	25	119	17
7. Taylor (R)	W	W	W	W	W	W	0	6	W	W	W	R	A	W	W	23	186	11
8. Emerson (R)	W	W	W	W	R	W	1	5	W	R	R	R	W	W	W	12	53	18
9. Volkmer (D)	R	R	W	W	R	R	4	2	W	R	R	R	R	R	W	97	46	68
MONTANA																		
1. Williams (D)	R	R	R	R	R	A	5	0	R	A	R	W	R	R	W	87	14	86
2. Marlenee (R)	W	W	A	W	A	W	0	4	W	R	W	W	W	W	W	30	108	22
NEBRASKA																		
1. Bereuter (R)	W	W	W	W	R	W	1	5	W	W	R	W	W	W	R	19	85	18
2. Daub (R)	W	W	W	W	W	W	0	6	R	R	W	W	W	W	W	9	56	14
3. Smith (R)	W	W	W	W	W	W	0	6	W	W	R	R	W	W	W	19	171	10
NEVADA																		
1. Reid (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	27	3	90
2. Vucanovich (R)	W	W	W	W	W	W	0	6	W	W	W	R	W	W	W	1	29	3
NEW HAMPSHIRE																		
1. D'Amours (D)	R	R	W	W	A	R	3	2	R	W	A	W	W	R	R	142	45	76
2. Gregg (R)	W	W	W	W	W	W	0	6	R	W	W	W	W	R	R	6	59	9
NEW JERSEY																		
1. Florio (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	R	167	18	90
2. Hughes (D)	W	R	R	W	R	W	3	3	W	R	R	R	W	W	W	137	53	72
3. Howard (D)	R	R	R	R	R	R	6	0	R	W	R	W	R	R	R	240	16	94
4. Smith (R)	R	R	R	W	R	R	5	1	W	W	R	W	R	R	R	39	26	60
5. Roukema (R)	W	W	W	W	W	W	0	6	W	R	R	W	W	W	W	15	50	23
6. Dwyer (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	R	R	61	4	94
7. Rinaldo (R)	R	R	R	R	R	R	6	0	R	R	R	W	A	R	R	168	41	80
8. Roe (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	W	R	211	23	90
9. Torricelli (D)	R	R	W	W	R	R	4	2	R	W	R	W	R	R	R	24	4	86
10. Rodino (D)	R	R	R	W	R	R	5	1	R	W	R	W	R	R	R	306	18	94
11. Minish (D)	R	A	R	R	R	A	4	0	R	R	R	W	R	R	W	258	22	92
12. Courter (R)	A	W	A	W	W	W	0	4	A	R	W	W	A	W	R	19	78	20
13. Vacancy																		
14. Guarini (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	R	94	10	90
NEW MEXICO																		
1. Lujan (R)	W	W	W	R	W	W	1	5	W	R	W	R	W	W	R	50	179	22
2. Skeen (R)	W	W	W	W	W	W	0	6	W	R	W	R	W	W	W	6	59	9
3. Richardson (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	28	2	93
NEW YORK																		
1. Carney (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	W	19	83	19
2. Downey (D)	R	R	R	R	R	W	5	1	R	W	R	W	R	R	R	162	24	87
3. Mrazek (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	R	R	27	3	90
4. Lent (R)	W	R	W	W	W	W	1	5	W	R	W	R	W	R	R	67	161	29
5. McGrath (R)	R	A	W	W	A	A	1	2	W	R	W	W	W	R	W	17	45	27
6. Addabbo (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	R	275	19	94
7. Ackerman (D)	R	R	R	R	R	W	5	1	R	R	R	R	R	R	R	27	1	96
8. Scheuer (D)	R	R	A	W	R	W	3	2	R	W	R	R	R	R	W	223	22	91
9. Ferraro (D)	R	A	A	R	A	A	2	0	A	R	A	A	A	R	R	87	6	94
10. Schumer (D)	R	R	R	R	R	R	6	0	R	W	R	W	R	A	R	58	3	95
11. Towns (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	A	29	0	100
12. Owens (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	27	0	100
13. Solarz (D)	R	R	R	W	R	W	4	2	R	W	R	W	R	R	R	164	21	89
14. Molinari (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	R	R	11	50	18
15. Green (R)	R	W	R	R	W	W	3	3	R	W	R	W	R	R	R	65	57	53
16. Rangel (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	R	212	16	93
17. Weiss (D)	R	R	R	R	R	W	5	1	R	R	R	W	R	R	W	132	13	91
18. Garcia (D)	R	R	A	R	R	R	5	0	R	R	R	W	R	R	R	109	6	95
19. Biaggi (D)	R	R	R	R	R	W	5	1	A	R	R	W	R	R	R	207	33	86
20. Ottinger (D)	R	A	R	R	R	R	5	0	R	W	R	W	R	R	W	200	26	88
21. Fish (R)	W	R	W	W	R	A	2	3	W	W	R	R	W	W	R	104	137	43
22. Gilman (R)	R	R	W	W	R	R	4	2	W	W	R	W	R	R	R	147	63	70
23. Stratton (D)	R	R	R	R	W	W	4	2	W	R	R	R	R	W	R	229	65	78
24. Solomon (R)	W	R	W	W	W	R	2	4	W	R	W	W	W	W	R	19	81	19
25. Boehlert (R)	R	R	R	W	R	W	4	2	W	W	R	W	R	R	R	16	14	53
26. Martin (R)	W	W	W	W	W	W	0	6	W	R	R	W	W	W	R	12	51	19
27. Wortley (R)	R	W	W	W	W	W	1	5	W	W	W	W	W	W	W	11	53	17
28. McHugh (D)	R	W	W	W	R	W	2	4	W	W	R	W	R	R	W	149	36	81
29. Horton (R)	R	R	W	R	R	W	4	2	W	R	R	W	R	R	R	181	99	65
30. Conable (R)	W	W	W	W	W	W	0	6	W	W	W	W	A	W	W	42	225	16
31. Kemp (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	R	41	185	18
32. LaFalce (D)	R	R	R	W	R	A	4	1	R	W	R	R	R	R	R	153	33	82
33. Nowak (D)	R	R	R	R	R	R	6	0	R	W	R	R	R	R	R	173	20	90
34. Lundine (D)	R	R	R	R	W	R	5	1	R	W	R	R	W	R	R	129	30	81
NORTH CAROLINA																		
1. Jones (D)	R	R	W	R	R	A	4	1	W	R	R	R	R	W	R	109	138	44
2. Valentine (D)	R	W	W	W	W	R	2	4	W	W	R	R	R	W	R	12	18	40
3. Whitley (D)	R	R	W	R	R	W	4	2	W	W	R	R	R	W	R	71	73	49
4. Andrews (D)	R	R	W	W	R	W	3	3	W	W	R	R	R	W	R	94	107	47
5. Neal (D)	R	W	W	W	R	W	2	4	W	W	R	R	A	R	W	89	91	49
6. Britt (D)	W	R	R	R	R	R	5	1	R	W	R	W	R	W	R	20	9	69
7. Rose (D)	R	R	W	A	R	R	4	1	W	W	R	R	R	W	R	121	75	62
8. Hefner (D)	R	R	W	W	R	W	3	3	W	W	R	R	R	W	R	93	92	50
9. Martin, James (R)	W	A	W	W	A	A	0	3	W	W	A	W	W	A	W	13	189	6
10. Broyhill (R)	W	R	W	W	W	R	2	4	W	W	W	W	W	W	W	24	255	9
11. Clarke (D)	R	W	A	W	R	R	3	2	W	W	R	W	R	A	R	18	10	64
NORTH DAKOTA																		
AL Dorgan (D)	R	W	W	W	R	R	3	3	W	W	W	R	R	R	W	45	18	71
OHIO																		
1. Luken (D)	R	R	W	W	R	R	4	2	R	W	R	W	R	W	W	118	36	77
2. Gradison (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	W	29	159	15
3. Hall (D)	R	R	W	R	R	R	5	1	W	R	R	R	R	R	W	79	20	80
4. Oxley (R)	W	W	W	W	W	W	0	6	W	W	W	W	A	W	W	5	54	8
5. Latta (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	R	39	268	13
6. McEwen (R)	W	R	W	W	W	W	1	5	W	W	W	W	W	W	R	13	52	20
7. Dewine (R)	W	R	W	W	W	W	1	5	W	W	W	W	W	W	R	3	27	10
8. Kindness (R)	W	W	R	W	W	W	1	5	W	R	W	W	W	W	W	24	163	13
9. Kaptur (D)	R	R	R	A	R	W	4	1	R	R	R	R	R	R	W	26	3	90
10. Miller (R)	W	R	W	W	W	W	1	5	W	W	W	W	W	W	W	33	230	13
11. Eckart (D)	R	R	R	R	R	R	6	0	R	W	R	W	R	R	W	58	7	89
12. Kasich (R)	W	R	W	W	W	R	2	4	W	W	W	W	W	W	R	4	26	13
13. Pease (D)	R	R	R	R	R	W	5	1	R	W	R	W	R	W	W	120	26	82
14. Seiberling (D)	R	R	R	R	R	R	6	0	R	W	R	W	R	R	W	207	25	89
15. Wylie (R)	W	R	W	W	W	W	1	5	W	W	W	R	W	W	R	57	197	22
16. Regula (R)	W	R	W	W	W	R	2	4	W	R	R	R	W	W	R	68	148	31
17. Williams, Lyle (R)	R	R	R	R	A	R	5	0	W	R	A	R	R	A	R	64	35	65
18. Applegate (D)	R	R	R	W	R	R	5	1	R	R	R	R	W	W	W	107	39	73
19. Feighan (D)	R	R	R	R	R	R	6	0	W	W	R	W	R	R	R	26	4	87
20. Oakar (D)	R	R	R	R	R	R	6	0	A	R	R	W	R	R	W	132	11	92
21. Stokes (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	W	215	14	94
OKLAHOMA																		
1. Jones, James (D)	R	R	R	W	W	W	3	3	W	W	R	R	R	W	W	95	109	47
2. Synar (D)	R	R	R	W	W	W	3	3	W	W	R	W	R	W	W	61	42	59
3. Watkins (D)	R	R	W	W	W	W	2	4	W	R	R	R	R	W	W	59	94	39
4. McCurdy (D)	R	W	W	W	R	W	2	4	W	W	R	A	R	W	W	26	34	43
5. Edwards (R)	W	W	W	W	W	W	0	6	W	R	W	R	W	W	R	12	132	8
6. English (D)	R	W	W	W	W	W	1	5	W	R	W	R	W	W	W	54	137	28

	Bankruptcy 1	Trade—Steel 2	Bracero Program 3	Employer Sanctions 4	Contracting Out 5	Trade—Imports 6	Total Labor Votes R	Total Labor Votes W	Foreign Workers 7	Immigration 8	Education Cuts I 9	Energy 10	Education Cuts II 11	Environment 12	Unions Abroad 13	Cumulative Voting Record R	Cumulative Voting Record W	Cumulative Right Percentage %
OREGON																		
1. AuCoin (D)	R	R	R	W	R	W	4	2	W	R	R	R	R	R	R	127	56	69
2. Smith (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	W	3	27	10
3. Wyden (D)	R	W	R	W	R	W	3	3	W	R	R	R	R	R	W	54	11	83
4. Weaver (D)	R	R	R	R	R	R	6	0	W	W	R	W	R	R	W	157	26	86
5. Smith, Denny (R)	W	W	W	W	W	W	0	6	W	W	W	R	W	W	W	2	61	3
PENNSYLVANIA																		
1. Foglietta (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	60	2	97
2. Gray (D)	R	R	R	R	R	R	6	0	R	R	R	W	R	R	R	98	3	97
3. Borski (D)	R	R	A	R	R	R	5	0	R	R	R	R	R	R	R	29	0	100
4. Kolter (D)	R	R	R	R	R	R	6	0	R	R	R	R	W	R	R	28	1	97
5. Schulze (R)	W	R	W	W	A	W	1	4	W	W	W	R	W	W	R	32	151	17
6. Yatron (D)	R	R	W	R	R	A	4	1	R	R	R	R	R	R	R	196	44	82
7. Edgar (D)	A	R	R	R	R	R	5	0	R	R	R	W	R	R	W	161	21	88
8. Kostmayer (D)	R	R	R	R	R	R	6	0	R	W	R	W	R	R	R	95	15	86
9. Shuster (R)	W	R	W	W	R	W	2	4	W	R	W	R	W	W	W	31	175	15
10. McDade (R)	R	R	R	R	R	W	5	1	R	W	R	R	W	R	R	185	93	67
11. Harrison (D)	R	R	R	R	A	R	5	0	A	W	A	W	R	A	R	22	3	88
12. Murtha (D)	R	R	W	W	R	R	4	2	R	W	R	R	R	W	R	164	33	83
13. Coughlin (R)	W	R	W	W	W	W	1	5	W	W	R	W	R	R	R	78	167	32
14. Coyne, Wm. (D)	R	R	W	R	R	R	5	1	R	W	R	R	R	R	R	60	5	92
15. Ritter (R)	R	R	W	W	A	R	3	2	W	W	W	R	W	R	R	31	71	30
16. Walker (R)	W	R	W	W	W	W	1	5	W	W	W	W	W	W	W	25	121	17
17. Gekas (R)	W	R	W	W	W	W	1	5	W	W	W	R	W	W	W	3	27	10
18. Walgren (D)	R	R	R	W	R	R	5	1	R	W	A	R	W	R	W	118	26	82
19. Goodling (R)	W	R	W	W	R	W	2	4	W	R	W	R	W	W	W	46	132	26
20. Gaydos (D)	R	R	W	R	R	R	5	1	R	R	A	R	R	R	R	210	92	70
21. Ridge (R)	W	R	R	W	W	R	3	3	W	W	R	W	W	W	R	13	17	43
22. Murphy (D)	R	R	W	R	R	R	5	1	R	R	R	R	R	W	W	113	29	80
23. Clinger (R)	W	R	R	W	W	W	2	4	W	W	R	R	W	W	R	31	70	31
RHODE ISLAND																		
1. St Germain (D)	R	R	W	W	R	R	4	2	W	W	R	W	A	R	W	251	32	89
2. Schneider (R)	R	R	R	R	R	R	6	0	R	W	R	W	R	R	R	42	20	68
SOUTH CAROLINA																		
1. Hartnett (R)	W	W	A	W	R	W	1	4	W	R	W	W	W	W	W	4	59	6
2. Spence (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	W	32	203	14
3. Derrick (D)	R	W	W	W	W	W	1	5	W	W	W	W	W	W	R	100	84	54
4. Campbell (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	W	6	92	6
5. Spratt (D)	R	R	W	W	R	W	3	3	W	W	R	W	R	W	W	17	12	59
6. Tallon (D)	R	R	W	A	W	W	2	3	W	W	R	R	R	W	R	19	10	66
SOUTH DAKOTA																		
AL Daschle (D)	R	R	W	W	R	W	3	3	W	W	R	R	W	W	R	76	25	75
TENNESSEE																		
1. Quillen (R)	W	R	W	A	R	W	2	3	W	W	W	R	R	W	R	41	231	15
2. Duncan (R)	W	W	W	W	R	W	1	5	W	R	W	W	R	W	R	49	226	18
3. Lloyd (D)	R	R	R	W	W	W	3	3	W	W	R	A	R	W	R	105	85	55
4. Cooper (D)	R	R	R	W	R	W	4	2	W	W	R	A	R	R	R	18	11	62
5. Boner (D)	R	R	R	W	R	R	5	1	R	W	R	R	R	R	R	82	18	82
6. Gore (D)	R	R	W	W	R	R	4	2	W	W	R	R	R	R	W	114	29	80
7. Sundquist (R)	W	W	W	W	W	W	0	6	W	R	W	A	R	W	W	5	24	17
8. Jones (D)	R	R	W	R	R	R	5	1	W	W	R	R	A	R	R	145	86	63
9. Ford (D)	R	R	R	R	R	R	6	0	R	W	R	A	R	R	W	168	16	91
TEXAS																		
1. Hall, S. (D)	W	R	W	W	R	W	2	4	W	R	W	R	W	A	W	40	108	27
2. Wilson (D)	A	R	R	W	R	A	3	1	R	W	R	R	R	W	R	125	73	63
3. Bartlett (R)	W	R	W	W	W	W	1	5	W	R	W	W	W	W	W	2	28	7
4. Hall, R. (D)	W	R	W	W	R	W	2	4	W	R	R	R	W	R	W	25	39	39
5. Bryant (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	W	28	2	93
6. Gramm (R)	W	R	W	W	A	A	1	3	W	R	W	A	A	W	W	12	85	12
7. Archer (R)	W	W	W	W	W	W	0	6	W	R	W	R	W	W	W	13	224	5
8. Fields (R)	W	R	W	W	W	W	1	5	W	R	W	R	W	W	W	5	60	8
9. Brooks (D)	R	R	W	R	R	R	5	1	W	R	R	R	R	W	R	230	85	73
10. Pickle (D)	R	R	R	W	R	W	4	2	W	W	R	R	R	W	R	139	132	51
11. Leath (D)	W	W	W	W	R	W	1	5	W	R	W	R	R	W	W	24	74	24
12. Wright (D)	R	R	R	R	R	W	5	1	W	W	R	R	R	R	R	225	77	75
13. Hightower (D)	W	R	W	W	R	W	2	4	W	R	W	R	W	W	R	64	125	34
14. Patman (D)	W	R	W	W	W	R	2	4	W	R	R	R	W	W	W	31	33	48
15. De La Garza (D)	R	R	W	R	R	W	4	2	R	R	R	R	R	R	R	147	110	57
16. Coleman (D)	R	A	R	R	R	W	4	1	R	R	R	R	R	R	R	26	3	90
17. Stenholm (D)	W	W	W	W	W	W	0	6	W	R	W	R	W	W	W	14	87	14
18. Leland (D)	R	R	R	R	A	R	5	0	R	A	A	A	R	R	R	90	5	95
19. Hance (D)	A	R	W	R	R	W	3	2	R	R	R	R	W	R	R	37	61	38
20. Gonzalez (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	R	258	28	90
21. Loeffler (R)	W	R	W	W	W	W	1	5	W	R	W	R	W	W	W	9	95	9
22. Paul (R)	W	W	A	W	W	W	0	5	W	R	W	W	W	W	A	8	107	7
23. Kazen (D)	W	R	R	R	W	W	3	3	R	R	R	R	R	W	R	139	126	52
24. Frost (D)	R	R	R	R	R	R	6	0	R	R	A	A	R	R	R	75	24	76
25. Andrews (D)	R	R	R	W	R	R	5	1	W	R	R	R	R	W	W	19	11	63
26. Vandergriff (D)	W	R	R	W	R	W	3	3	R	R	R	R	R	W	R	17	13	57
27. Oritz (D)	R	R	R	R	R	W	5	1	R	R	R	R	R	R	R	26	4	87
UTAH																		
1. Hansen (R)	W	R	W	W	W	W	1	5	W	W	W	R	W	W	W	4	55	7
2. Marriott (R)	W	R	A	W	W	W	1	4	W	R	A	A	A	A	A	21	109	16
3. Nielson (R)	W	R	W	W	W	W	1	5	W	W	W	R	W	W	W	2	27	7
VERMONT																		
AL Jeffords (R)	W	W	A	W	W	W	0	5	A	W	R	W	W	R	W	82	103	44
VIRGINIA																		
1. Bateman (R)	W	W	W	W	W	W	0	6	W	W	W	R	W	A	W	1	28	3
2. Whitehurst (R)	W	W	W	A	W	W	0	5	W	W	W	R	W	W	R	36	203	15
3. Bliley (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	R	5	60	8
4. Sisisky (D)	R	R	W	W	R	W	3	3	W	W	R	R	R	W	W	21	9	70
5. Daniel (D)	R	W	W	W	W	W	1	5	W	R	W	R	W	W	W	25	222	10
6. Olin (D)	R	W	W	R	R	R	4	2	W	R	R	R	W	A	W	16	13	55
7. Robinson (R)	W	W	W	W	W	W	0	6	W	R	W	W	W	W	R	22	215	9
8. Parris (R)	W	W	W	W	W	W	0	6	A	R	R	R	W	W	W	14	48	23
9. Boucher (D)	R	R	W	W	R	W	3	3	W	W	R	R	R	R	R	23	7	77
10. Wolf (R)	W	W	A	W	W	W	0	5	W	W	R	R	W	W	R	8	56	13
WASHINGTON																		
1. Pritchard (R)	W	W	W	W	R	W	1	5	W	W	W	A	A	A	A	70	128	35
2. Swift (D)	R	R	R	R	R	W	5	1	R	R	R	W	R	R	W	87	17	84
3. Bonker (D)	R	R	R	A	R	W	4	1	W	W	R	W	R	R	W	145	32	82
4. Morrison (R)	W	W	W	W	R	W	1	5	W	W	R	R	R	W	R	13	51	20
5. Foley (D)	R	W	W	R	R	W	3	3	W	W	R	R	R	W	R	212	55	79
6. Dicks (D)	R	R	W	W	R	W	3	3	W	W	R	R	R	R	R	119	24	83
7. Lowry (D)	R	R	W	R	R	W	4	2	R	R	R	W	R	R	W	84	20	81
8. Chandler (R)	W	W	W	W	R	W	1	5	W	W	R	W	R	W	R	5	24	17
WEST VIRGINIA																		
1. Mollohan (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	W	R	27	3	90
2. Staggers (D)	R	R	W	R	R	R	5	1	W	R	R	R	R	R	R	27	3	90
3. Wise (D)	R	R	R	R	R	R	6	0	R	R	R	A	R	R	W	26	3	90
4. Rahall (D)	R	R	W	R	R	R	5	1	R	W	R	R	R	A	R	119	21	85
WISCONSIN																		
1. Aspin (D)	R	R	R	R	R	R	6	0	W	W	R	R	R	R	R	190	38	83
2. Kastenmeier (D)	R	R	R	R	R	R	6	0	R	W	R	W	R	R	W	271	32	89
3. Gunderson (R)	W	R	W	W	W	W	1	5	W	W	W	W	W	W	R	11	53	17
4. Kleczka (D)	*	R	R	R	R	R	5	0	R	W	R	W	R	W	W	8	4	67
5. Moody (D)	R	R	R	R	A	R	5	0	R	W	R	R	W	R	R	25	4	86
6. Petri (R)	W	W	W	W	W	W	0	6	W	W	R	W	W	W	W	27	75	26
7. Obey (D)	R	R	R	R	R	W	5	1	R	W	R	W	R	R	W	207	36	85
8. Roth (R)	W	R	R	W	W	W	2	4	W	R	R	R	W	W	W	15	83	15
9. Sensenbrenner (R)	W	R	A	A	W	W	1	3	A	A	W	W	W	W	W	11	89	11
WYOMING																		
AL Cheney (R)	W	A	W	W	A	A	0	3	W	W	W	W	W	W	R	6	94	6

How Your Senators Voted

	Union Rights	Health Care	Workers' Taxes	Total Labor Votes		Corporate Taxes	Tax Reform	Phone Rates	Civil Rights	Medicare I	Medicare II	Day Care	Unions Abroad	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	R	W	4	5	6	7	8	9	10	11	R	W	%
ALABAMA																
Denton (R)	W	W	A	0	2	W	W	W	W	W	W	W	R	5	65	7
Heflin (D)	R	W	R	2	1	W	W	W	R	R	R	W	W	63	44	59
ALASKA																
Murkowski (R)	R	W	W	1	2	W	W	R	W	W	W	W	W	13	56	19
Stevens (R)	R	W	A	1	1	W	W	A	W	A	W	W	W	98	123	44
ARIZONA																
Goldwater (R)	W	A	A	0	1	A	W	W	W	W	W	A	A	22	219	9
Deconcini (D)	R	A	A	1	0	A	W	A	R	R	R	R	R	83	53	61
ARKANSAS																
Bumpers (D)	R	W	W	1	2	W	R	R	R	A	R	R	W	118	65	64
Pryor (D)	R	W	R	2	1	W	W	R	R	R	A	R	W	62	46	57
CALIFORNIA																
Wilson (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	1	27	4
Cranston (D)	R	R	A	2	0	R	R	A	R	R	R	R	A	204	16	93
COLORADO																
Armstrong (R)	W	W	W	0	3	W	W	A	W	W	W	W	W	1	105	1
Hart (D)	A	A	A	0	0	A	A	A	R	R	A	A	A	142	34	81
CONNECTICUT																
Weicker (R)	R	R	A	2	0	R	A	W	R	W	W	W	W	136	73	65
Dodd (D)	R	R	R	3	0	R	R	W	R	R	R	R	R	64	1	98
DELAWARE																
Roth (R)	W	W	W	0	3	W	W	A	W	W	W	W	R	43	186	19
Biden (D)	R	R	W	2	1	R	R	W	R	R	R	R	R	157	40	80
FLORIDA																
Hawkins (R)	W	R	W	1	2	W	W	W	W	A	R	R	A	20	47	30
Chiles (D)	R	W	W	1	2	R	R	R	R	R	R	R	W	115	114	50
GEORGIA																
Mattingly (R)	W	W	W	0	3	W	W	A	W	W	W	W	W	5	66	7
Nunn (D)	R	W	R	2	1	W	R	W	R	W	R	W	W	81	141	36
HAWAII																
Inouye (D)	R	R	R	3	0	R	R	A	R	R	R	A	R	212	28	88
Matsunaga (D)	R	R	R	3	0	W	R	A	R	R	A	R	W	120	22	85
IDAHO																
McClure (R)	W	W	A	0	2	A	W	R	W	W	W	W	A	19	179	10
Symms (R)	W	W	A	0	2	A	W	A	W	W	W	W	W	2	63	3
ILLINOIS																
Percy (R)	R	R	W	2	1	W	W	W	R	W	W	W	R	114	114	50
Dixon (D)	R	R	R	3	0	W	R	W	R	R	R	W	W	54	17	76
INDIANA																
Lugar (R)	W	W	W	0	3	W	R	W	W	W	W	W	R	16	132	11
Quayle (R)	R	R	W	2	1	W	W	W	W	W	W	W	W	7	63	10
IOWA																
Grassley (R)	W	W	W	0	3	W	W	R	W	W	W	W	W	8	64	11
Jepsen (R)	W	R	R	2	1	W	W	R	W	W	A	W	W	12	96	11
KANSAS																
Dole (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	40	191	17
Kassebaum (R)	R	W	W	1	2	R	W	R	W	W	R	R	W	24	81	23
KENTUCKY																
Ford (D)	R	R	R	3	0	W	R	W	R	R	R	R	R	136	50	73
Huddleston (D)	A	R	A	1	0	A	R	R	R	R	R	W	R	140	55	72
LOUISIANA																
Johnston (D)	R	W	A	1	1	W	R	A	R	W	W	R	R	80	111	42
Long (D)	R	W	W	1	2	W	R	W	R	W	W	R	W	149	148	50
MAINE																
Cohen (R)	R	R	W	2	1	R	W	R	R	R	R	R	W	41	67	38
Mitchell (D)	R	W	R	2	1	R	R	W	R	R	R	R	W	70	12	85
MARYLAND																
Mathias (R)	R	R	W	2	1	W	A	R	W	A	W	W	W	164	62	73
Sarbanes (D)	R	R	R	3	0	R	R	R	R	R	R	R	R	140	4	97
MASSACHUSETTS																
Kennedy (D)	R	R	R	3	0	R	R	R	R	R	R	R	R	234	16	94
Tsongas (D)	R	R	W	2	1	R	R	R	R	R	R	R	W	91	10	90
MICHIGAN																
Levin (D)	R	R	R	3	0	R	W	R	R	R	R	R	W	106	5	95
Riegle (D)	R	R	R	3	0	R	R	R	R	R	A	R	R	135	8	94
MINNESOTA																
Boschwitz (R)	R	W	W	1	2	W	W	R	W	W	W	W	R	19	92	17
Durenberger (R)	R	W	A	1	1	A	W	W	W	W	W	A	R	40	61	40
MISSISSIPPI																
Cochran (R)	W	R	W	1	2	W	W	W	W	W	W	W	W	16	92	15
Stennis (D)	R	W	A	1	1	W	A	A	A	W	R	A	A	84	221	28
MISSOURI																
Danforth (R)	R	W	W	1	2	W	W	R	W	W	W	W	R	42	105	29
Eagleton (D)	R	R	A	2	0	R	R	R	R	R	R	R	W	200	30	87
MONTANA																
Baucus (D)	A	W	R	1	1	W	W	R	R	W	R	R	W	81	26	76
Melcher (D)	R	R	R	3	0	R	W	R	R	R	R	R	W	115	29	80
NEBRASKA																
Exon (D)	R	W	R	2	1	R	W	W	W	W	W	R	W	40	65	38
Zorinsky (D)	W	W	R	1	2	W	W	R	W	W	R	W	W	49	101	33
NEVADA																
Hecht (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	1	27	4
Laxalt (R)	W	W	W	0	3	W	W	W	W	W	W	W	A	17	159	10
NEW HAMPSHIRE																
Humphrey (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	5	102	5
Rudman (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	15	55	21
NEW JERSEY																
Bradley (D)	R	R	W	2	1	R	W	W	R	R	R	R	W	94	14	87
Lautenberg (D)	R	R	R	3	0	R	R	W	R	R	R	R	R	26	2	93
NEW MEXICO																
Domenici (R)	R	W	R	2	1	R	W	R	W	W	W	W	W	48	155	24
Bingaman (D)	R	R	R	3	0	R	R	R	R	R	R	R	W	26	2	93
NEW YORK																
D'Amato (R)	R	R	R	3	0	W	W	W	W	W	W	R	W	24	46	34
Moynihan (D)	R	R	R	3	0	W	R	W	R	R	R	R	A	133	11	92
NORTH CAROLINA																
East (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	2	71	3
Helms (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	16	194	8
NORTH DAKOTA																
Andrews (R)	R	W	R	2	1	R	R	R	W	W	R	R	W	30	41	42
Burdick (D)	R	R	R	3	0	R	R	R	R	R	R	R	W	242	46	84
OHIO																
Glenn (D)	R	R	W	2	1	W	R	R	A	A	R	R	W	140	38	79
Metzenbaum (D)	R	R	R	3	0	R	R	R	R	R	R	R	W	144	11	93
OKLAHOMA																
Nickles (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	2	69	3
Boren (D)	R	W	A	1	1	W	W	W	R	W	R	W	W	42	68	38
OREGON																
Hatfield (R)	R	W	W	1	2	R	W	A	W	W	R	R	W	119	116	51
Packwood (R)	R	W	A	1	1	W	W	R	W	W	W	R	R	103	129	44
PENNSYLVANIA																
Heinz (R)	R	R	W	2	1	W	R	R	W	W	W	W	R	90	52	63
Specter (R)	R	R	W	2	1	W	W	W	R	R	R	W	W	44	28	61
RHODE ISLAND																
Chafee (R)	R	W	W	1	2	W	R	W	W	W	W	W	W	260	20	93
Pell (D)	R	R	R	3	0	R	R	R	R	R	R	R	R	72	74	49
SOUTH CAROLINA																
Thurmond (R)	W	W	W	0	3	W	W	R	W	W	W	W	W	34	283	11
Hollings (D)	R	W	A	1	1	R	R	A	R	R	R	R	R	128	109	54
SOUTH DAKOTA																
Abdnor (R)	W	W	W	0	3	W	W	R	W	W	W	W	W	19	54	26
Pressler (R)	R	W	W	1	2	W	R	R	W	R	R	R	W	35	59	37
TENNESSEE																
Baker (R)	R	W	W	1	2	A	W	W	W	A	W	W	R	55	174	24
Sasser (D)	R	R	R	3	0	W	R	R	R	R	R	R	R	108	33	77
TEXAS																
Tower (R)	W	W	W	0	3	W	W	W	W	W	W	A	R	24	240	9
Bentsen (D)	R	A	A	1	0	W	A	A	R	W	R	A	R	111	106	51
UTAH																
Garn (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	17	171	9
Hatch (R)	W	W	W	0	3	W	W	R	W	W	W	W	R	13	129	9
VERMONT																
Stafford (R)	R	W	A	1	1	R	R	W	W	W	A	W	W	127	88	59
Leahy (D)	R	R	W	2	1	R	R	A	R	R	R	R	R	257	32	89
VIRGINIA																
Trible (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	2	26	7
Warner (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	14	97	13
WASHINGTON																
Evans (R)	R	W	W	1	2	W	R	W	W	W	W	W	R	5	12	29
Gorton (R)	R	W	W	1	2	W	W	W	W	W	W	W	R	15	57	21
WEST VIRGINIA																
Byrd (D)	R	R	R	3	0	W	W	R	R	R	R	R	W	218	96	69
Randolph (D)	R	R	R	3	0	W	R	R	R	R	R	R	W	233	65	78
WISCONSIN																
Kasten (R)	W	W	R	1	2	W	W	R	W	W	W	W	W	10	61	14
Proxmire (D)	R	R	W	2	1	R	R	R	R	W	W	W	W	212	102	68
WYOMING																
Simpson (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	6	102	6
Wallop (R)	W	W	W	0	3	W	W	W	W	W	W	W	W	14	131	10

Key to Symbols

R Voted Right or was paired Right.
W Voted Wrong or was paired Wrong.
A Absent and not paired or voted "present."
* Not in Congress at time.

Votes by senators while members of the House are not included in this record.

Senate in '84 — A Legislative Burial Ground

- Health care for jobless rejected
- Retiree Medicare costs jacked up
- Home mortgage foreclosure protection buried without a vote
- Rights of minorities, handicapped reversed
- Tax reform to help balance the budget defeated
- Job-saving Domestic Content bill died in Committee
- Child day care for working women derailed

Food bank operated by Steelworkers Local 2609 for jobless members in Baltimore.

1. Protecting Union Political Rights

Sen. Jesse Helms (R-N.C.), whose 1984 re-election campaign is expected to set a spending record of $20 million, attempted to legislate a sweeping attack on the political spending rights of unions. The Helms amendment would have prohibited unions from using dues money for educational activities, such as voter registration, get-out-the-vote drives and political communications to union members. He would have denied unions the right to finance the cost of political action committees, a right now granted under federal election law to both unions and corporations. The broad reach of the Helms amendment would have applied to both federal and state elections. Further, despite the fact that federal election law treats union and corporate activity equally, the Helms amendment would not have limited in any way the right of corporations to spend their treasury funds for the same activities. The obvious purpose of the Helms amendment was to restrict the right of unions to exercise their First-Amendment right to communicate with their members on political issues, prevent unions from encouraging their members to participate in the democratic election process, interfere in unprecedented fashion with the right of states to enact their own campaign finance rules, and destroy the neutrality of the federal election act with regard to corporate and union treasury spending in federal elections.

Realizing that the Helms amendment was nothing more than an anti-union attack promoted by the National Right to Work Committee, the Senate again rejected the Helms amendment as it had done in 1982. But this time it was rejected by an even larger margin. On May 22, the Senate voted 65-32 for a motion by Sen. Charles Mathias (R-Md.) to table and thus kill the Helms amendment.

For tabling — Right. Against tabling — Wrong.

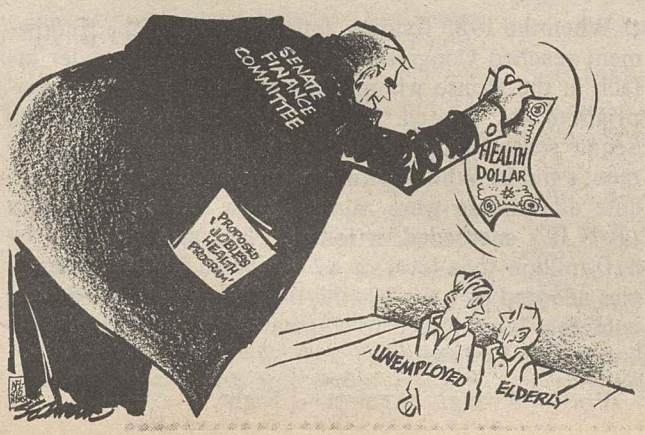
2. Restoring Health Insurance for the Unemployed

One of the important recession relief programs pushed by the AFL-CIO was legislation to provide health care benefits for the unemployed. When workers are jobless they usually lose health care insurance. Since most jobless workers are unable to pay the costly premiums for private insurance and are not eligible for Medicaid, they and their families must do without basic medical care.

With more than eight million persons jobless for much of 1984, the AFL-CIO continued to push for a program of health care for the unemployed. During debate on a tax increase bill, Sen. John Heinz (R-Pa.) offered an amendment to make $700 million in federal grants available to the states to provide health care benefits to the long-term unemployed. As it did in 1983, the conservative-controlled Senate rejected this amendment by a 39-57 vote on Apr. 11.

For — Right. Against — Wrong.

'Jump!'



3. Failure to Win Tax Relief for Construction Workers

In 1984 the AFL-CIO backed legislation to permit construction workers to deduct their ordinary and necessary business expenses from their income taxes, just as other taxpayers already do. This tax adjustment was necessary because, under current law, the constraints and limitations on travel and business expenses do not adequately reflect the unique circumstances in the construction trades. As a result, many workers are unfairly treated. Today's construction workers are frequently employed on sites that are far from home. Under current federal income tax law, traveling expenses (including meals and lodging) are deductible if they are incurred while away from home in the pursuit of a trade or business. But such employment must be temporary and expected to last a short period of time. Traveling expenses incurred in connection with employment that is considered to be of indefinite or indeterminate duration generally are not tax deductible. But in the real world of construction, job-related travel expenses do not lend themselves to the distinction between temporary and indefinite employment. Thus, there is uncertainty and inequity in denying these workers an income tax deduction for legitimate costs associated with their jobs.

During Senate debate on a miscellaneous tax bill, Sen. John Melcher (D-Mont.) offered an amendment to incorporate this long overdue tax clarification. Senate Finance Committee Chairman Sen. Robert Dole (R-Kans.) successfully killed the Melcher proposal, tabling it by a 50-31 vote on Apr. 12.

For tabling — Wrong. Against tabling — Right.

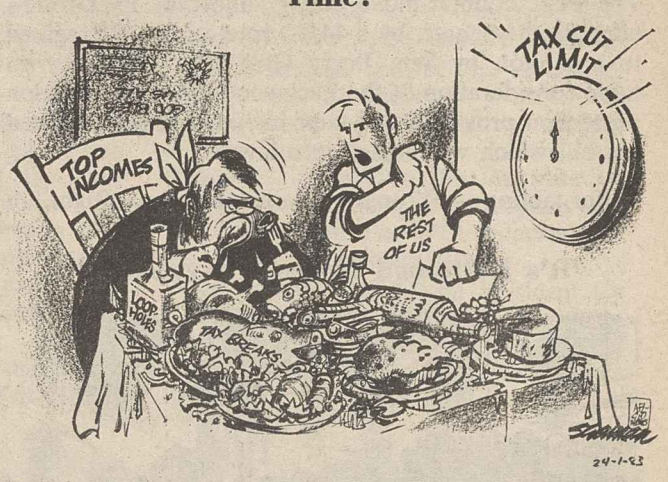
4. Fair Corporate Taxes

The corporate share of tax revenues to operate the federal government has fallen from 25 percent in 1960 to 6.6 percent in 1983. Individuals—mostly working families—have had to make up the difference. The largest plunge in big-business tax contributions to the federal government came as a result of the 1981 Reagan tax bill, which cut the effective corporate income tax rate in half at a loss of $170 billion over five years. The corporate tax system is so lopsided now that in 1984, about 90,000 corporations will pay no taxes. Most firms in the chemical industry, for example, not only did not pay taxes in 1983, but received $211 million in refunds or write-offs to reduce future taxes.

To correct this gross inequity, Senators Howard Metzenbaum (D-Ohio) and Edward Kennedy (D-Mass.) during debate on a miscellaneous tax bill offered an amendment to impose a minimal 15 percent tax on corporate profits in excess of $50,000. The amendment was designed to restore a small measure of fairness and raise $19.1 billion over a five-year period. Despite the fact that the nation faced a staggering $200 billion deficit, the amendment was rejected by a 62-30 vote on a tabling motion by Finance Committee Chairman Robert Dole (R-Kans.) on Apr. 12.

For tabling — Wrong. Against tabling — Right.

'Time!'



5. Balancing the Federal Budget

In 1981 the AFL-CIO and other organizations predicted that the Reagan tax cuts, which included steep reductions in the taxes paid by the wealthy and corporations, would hemorrhage the federal treasury at a cost of hundreds of billions of dollars in lost tax revenues. By 1984 this prediction had come true as the nation staggered toward a $200 billion Reagan budget deficit—more than the total accumulated deficits of every president from George Washington through Jimmy Carter. As deficits mounted, the AFL-CIO proposed a range of tax reforms designed to get the deficit under control. One of them—a $700 cap on the individual tax cuts—would have retained the full tax break for those earning $45,000 or less, but limit the tax windfall for the rich to $700. Unfortunately, in June 1983, the Senate rejected this key tax reform.

During Senate debate this year on a bill designed to reduce the deficit, Sen. John Chaffee (R-R.I.) offered another labor-backed reform amendment—postponing for three years the indexation of the tax rates Congress enacted as part of the Reagan tax cut in 1981. The Chaffee amendment would have raised $51 billion over the three-year period, mostly from the wealthy. Choosing to ignore its revenue impact, the Senate by a 57-38 vote on Apr. 6 agreed to a motion by Sen. Robert Dole (R-Kans.), chairman of the Senate Finance Committee, to table and thus kill the Chaffee amendment.

For tabling — Wrong. Against tabling — Right.

'And Away We Go!'

48-1-83

6. Unfair Higher Telephone Costs

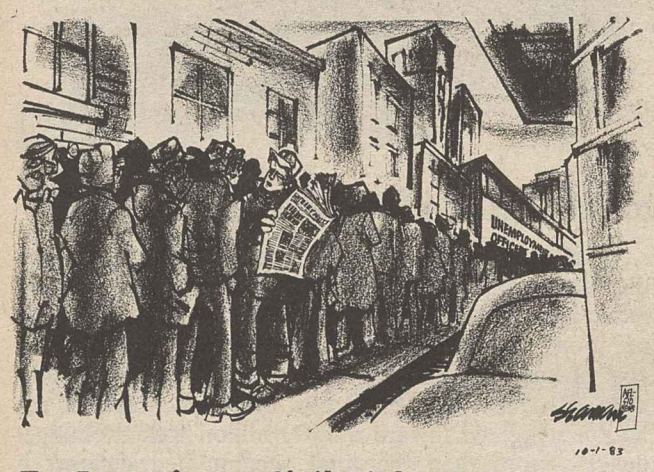
As a result of the Communications Act of 1934 and subsequent regulatory action by the Federal Communications Commission, the government for the last five decades has pursued a policy of promoting reasonably priced, universal telephone service for all citizens. The result of this federal policy is that 92 percent of all Americans now have access to the nation's telephone system. This public policy was, however, jeopardized following the court-ordered breakup of American Telephone & Telegraph, which precipitated an anti-consumer regulatory ruling by the FCC, now under the conservative control of Reagan appointees. The FCC proposed to allow a flat charge on residential and small business phone users for the right of access to long-distance service whether they use such service or not. The fee originally was to go into effect in April of 1984, starting at $2 per month for residential customers and rising yearly until 1990.

The AFL-CIO strongly opposed the access fee. Labor charged that the fee, when combined with increases in local rates, could raise local phone bills by as much as 100 percent, undermining the principle of universal telephone service. The AFL-CIO also pointed out the unfairness of a proposal which would penalize the 17 percent of all telephone customers who make no long-distance calls.

In the Senate the key vote came on a bill sponsored by Sen. Robert Packwood (R-Ore.) that would have temporarily banned FCC imposition of the access fee. The bill also included an important pension rights plan that would allow employees of the new telephone companies created under divestiture to transfer their pension rights to their new employers. However, one day before the vote, the FCC announced that it was postponing implementation until at least June of 1985. The FCC counter-move clearly undercut Packwood's effort as the Senate, by a 44-40 vote on Jan. 26, agreed to a motion by Sen. Barry Goldwater (R-Ariz.) to table consideration of the Packwood bill. (The pension protection provision was later included in an unrelated tax bill which was signed into law.)

For tabling — Wrong. Against tabling — Right.

'It's Bottomed Out—It Says Here!'



10-1-83

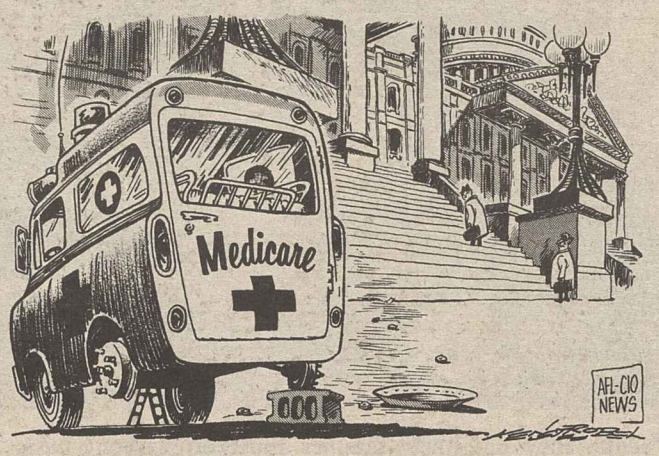
7. Restoring a Civil Rights Law

In early 1984 the U.S. Supreme Court handed down a regressive ruling that undermined federal civil rights law, overturning a lower court decision which had found sex discrimination at Grove City College in Pennsylvania. The court's conservative majority narrowly constricted the provisions of Title IX of the Education Amendments of 1972 which barred sex discrimination in any educational "program or activity receiving federal financial assstance." Although Grove City College is a recipient of federal financial assistance. the court majority defined Title IX's "program or activity" language so narrowly as to reach only the school's student financial aid program, rather than the entire school as the lower court had held. The result of the decision was to undermine the federal law's comprehensive prohibition against sex discrimination in education. Not surprisingly, in keeping with the Reagan Administration's abysmal civil rights record, the Assistant Attorney General for Civil Rights stated publicly that he would seek to broaden the reach of the Grove City ruling by applying it to other civil rights laws.

The AFL-CIO and the Leadership Conference on Civil Rights almost immediately countered with legislation to reverse Grove City. It would restore to four key civil rights statutes the broad scope and coverage that was originally intended by Congress and enforced by the federal government for the last 20 years. While the bill easily passed the House with strong by partisan support, Senate Republicans blocked action. The chief opponent was Labor Committee Chairman Orrin Hatch (R-Utah), who bottled up the labor-backed bill in his committee. A last-ditch attempt by Sen. Robert Byrd (D-W.Va.) to add the Grove City repealer bill to an unrelated continuing appropriations bill failed in the waning hours of the 98th Congress. When it was clear that opponents would be successful in killing the civil rights measure, the bill's original cosponsor Sen. Robert Packwood (R-Ore.) moved to table his own amendment as a means to secure a recorded vote on the issue. His amendment was tabled by a 53-45 vote on Oct. 2.

For tabling — Wrong. Against tabling — Right.

Ripped Off



8. Increasing Senior Citizen Health Care Costs—I

No sooner had the Senate rejected the revenue-raising curb on indexing (see Senate vote #4), than it voted for an increase in Medicare costs for the elderly as a way to reduce the federal budget deficit. At present senior citizens and disabled Medicare beneficiaries spend an average of 20 percent of their limited incomes on medical care. The tax bill reported by the Senate Finance Committee would have compounded this financial burden by increasing the Part B Medicare premium and by raising the Medicare deductible. Part B is a medical insurance program that pays up to 80 percent of the reasonable charges for a range of elderly health care services, including doctor and outpatient hospital care, outpatient physical therapy and home health care. The AFL-CIO charged that if medical care costs continued to rise at the present pace, which is greater than the inflation rate in the rest of the economy, monthly medicare premiums would also increase at rates far exceeding the annual cost-of-living adjustments for social security benefits. It was further estimated that if the Finance Committee bill passed, premium increases by 1990 could consume 30 percent of this annual cost-of-living increase.

During debate on the tax increase package, Sen. Edward M. Kennedy (D-Mass.) offered an amendment to eliminate the increase in the Part B premium. The conservative-controlled Senate, however, rejected the Kennedy amendment and thereby voted for the Medicare increases when it agreed by a 58-36 vote to a tabling motion by Sen. Robert Dole (R-Kans.).

For tabling — Wrong. Against tabling — Right.

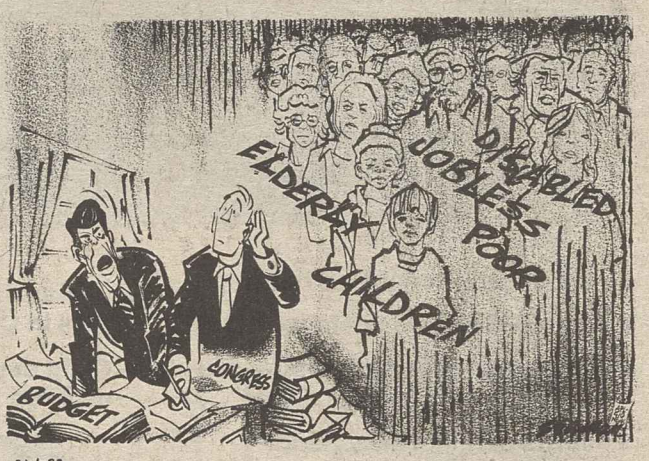
9. Increasing Senior Citizen Health Care Costs—II

After the defeat of the Kennedy Medicare amendment, Sen. Max Baucus (D-Mont.) countered with an amendment designed to restore $588 million of the total $9 billion in Medicare cuts proposed by the Senate Finance Committee. The Baucus amendment would have eliminated the proposed increase in the Medicare

'Please—You're Blocking the Door!'

27-1-83

'Voices? I Don't Hear Any Voices!'



31-1-83

Part B deductible and reduced the Part B premium increases in 1987 so that premium hikes would not exceed the rate of inflation. It would have also provided for closer monitoring of physician behavior under the proposed physician fee freeze so that Medicare beneficiaries could be protected from unfair cost shifting during the two-year freeze. During debate, Sen. Baucus pointed out that of the $9 billion in Medicare costs, senior citizens were required to contribute $3.7 billion in higher medical fees while physicians and hospitals were only required to make up $2.9 billion through reduced fees. Once again the fiscal conservatives turned their backs on senior citizens and voted down the Baucus amendment by a 50-44 vote on May 17.

For — Right. Against — Wrong.

10. Working Women—Child Day Care Services

With working women and single-parent households comprising an ever-larger proportion of the U.S. labor force, one of their most pressing needs is for affordable and adequate child day care services. In the absence of a comprehensive child day care program, many women have already had to abandon their jobs and turn to welfare. For others, turning their children into "latchkey kids" is the only alternative. The AFL-CIO has long been on record in support of federal assistance to establish programs providing infant care, kindergarten and after-school child day care services at affordable rates.

During Senate debate on legislation designed to upgrade mathematics and science education in the nation's schools, Sen. Don Riegle (D-Mich.) offered an amend-

'Is He Really Necessary?'

34-2-82

ment to provide $15 million in seed money over the next three years to establish after-school day care programs using existing school facilities. Although a similar bill had been unanimously passed by the House, Senate conservatives voted 51-42 in support of a motion by Sen. Howard Baker (R-Tenn.) to kill the amendment.

For tabling — Wrong. Against tabling — Right.

11. Promoting Democracy Abroad

In 1983 Congress authorized the creation of the National Endowment for Democracy, a federally financed, private non-profit organization whose various activities, such as fostering trade unions in developing countries, are designed to promote the evolution of democratic institutions abroad. The AFL-CIO through its Free Trade Union Institute is a participating organization in the Endowment program.

When the 1985 funding authorization for the Endowment reached Congress, it immediately came under attack in the House where the entire $31 million appropriation was deleted. (See House vote #13.) In the Senate several attempts were made to slash the Endowment's funds. While more drastic amendments to eliminate all funding were rejected, Sen. Warren Rudman (R-N.H.) succeeded in reducing the appropriation by $10 million to a level of $21 million. His amendment was adopted by a 62-30 vote on June 28. House-Senate conferees later agreed to a spending level of $18.5 million for the Endowment.

For — Wrong. Against — Right.

Career workers cut as Reagan pads staff with political friends

The Reagan Administration, while slashing the jobs of career federal workers, is padding the federal payroll with high-paying "political plum" jobs for its friends, according to the AFL-CIO Public Employee Dept.

In releasing a study on federal employment, PED Executive Director John Leyden, charged that "the political 'spoils system' is alive and well in Ronald Reagan's Administraiton."

PED found that the Reagan White House has expanded the number of non-career political appointees drawing federal paychecks by 51 percent since it took office.

The Administration — while attacking the pay and benefits of career federal workers—has also swollen the government's Senior Executive Service payroll with non-career, political job-holders, the PED charged.

Yet in a recent speech in Texas, President Reagan bragged about job cuts, claiming that the government has "75,000 fewer non-defense employees than three years ago."

Although the President "clearly has been no friend" of rank-and-file career federal workers, Leyden observed that Reagan has "a special place in his heart—and on the federal payroll—for political appointees."

PED's analysis of the political job-handouts under the Administration found that there are now 2,712 of the so-called Schedule C employees, compared to 1,793 in 1980.

Schedule C employees may be hired at any federal pay grade, but are commonly slotted in at higher pay scales.

PED also found that the number of non-career, political appointments to the federal Senior Executive Service—the government's top management jobs—grew from 579 to 684 under Reagan.

A separate study released by the Civil Service Subcommittee of the House Post Office & Civil Service Committee showed that the Administration's biggest cuts in rank-and-file jobs came in agencies responsible for key social programs.

Payroll padded

PED found that those same agency payrolls were "ironically" the ones most heavily "padded" with Reagan political appointees.

Leyden called the Administration's record on the job issue "supreme hypocrisy, an approach that attacks the career civil service with a series of pay caps, furloughs, reductions-in-force and benefit cuts while handing out record numbers of plums jobs to those with political connections and right-wing credentials."

The House committee also found that while employment has been deeply slashed in many agencies, much of that has been offset by the increase of nearly 62,000 civilian jobs in the Defense Dept.

The Government Employees, the largest federal workers union, charged that while the Administration has been gutting the jobs of career federal employees, many services they once performed have been contracted out to private sector firms at taxpayers' expense but without any guarantees of cost savings or adequate safeguards against overcharges.

IUD adds 4 firms to 'dishonor roll' for anti-unionism

The Industrial Union Dept. added four companies to its "dishonor roll" for their conspicuously anti-union activities.

They are AP Parts, a manufacturer of mufflers and other auto exhaust parts; Louisiana-Pacific Corp., a giant lumber and wood products firm; Marval Poultry, the world's largest turkey processor, and Phelps Dodge Corp., the nation's second largest copper producer. The companies are also on the AFL-CIO boycott list.

"These four companies, each a leader in its industry, share an attitude which is still too common today—a total lack of respect for the dignity and rights of their workers," IUD President Howard Samuel charged.

In making the IUD's second annual Dishonor Roll, the four companies join five others added last year. Four of the 1983 nominees — Capital Cities Communications, Indiana Desk Co., Procter & Gamble and Fabrege, Inc.—are still on the list.

Samuel noted federal labor law was designed to provide orderly labor-management relations, and the National Labor Relations Board is "supposed to act as the impartial overseer of those relationships. Unfortunately today, workers can no longer count on the government to be fair and just."

Marval—bad news birds

With Thanksgiving just a few weeks off, the AFL-CIO Union Label & Service Trades Dept. is stepping up its boycott campaign against Marval turkeys and turkey parts, urging union consumers to steer clear of birds produced by the unfair employer.

More than 400 members of Food & Commercial Workers Local 400 have been on strike since June 4 against Marval, the world's largest turkey producer, at its Harrisonburg, Va., plant. The company, owned since 1981 by Rocco Enterprises of Virginia, has brought in strikebreakers. Before the firm changed hands, labor and management had enjoyed 30 years of stable relations.

The workers—mostly female and most making less than $6 an hour—struck over what they called the "incredible" deterioration in safety and health conditions and brutal, "intolerable" work rules. Local 400 reported that the accident rate in the plant has tripled since Rocco took over.

According to the Union Label Dept., Marval turkeys can be identified in stores either by brand names, or by the U.S. Dept. of Agriculture inspection stamp that bears the plant number "P-18." The number appears on the wrapper stamp or, especially for whole turkeys, on the metal ring closing the wrapper.

Brand names using Marval products include Armour, Bigger Brothers, Bird in Hand, Boston Beef, C & S Distributors, Dogwood Hill Farms, Esskay, Farmer Gray, Food Club, Frosty Acres, Kingston, Lancaster, Louis Rich, Manor House, Marval, Maryland Chicken, Mazo Lerch, McSweeney's, Montoco, Rockingham, Shop Rite, Stu Leonard, Super True, Sure Fresh, Table Rite, Tender Pride, Top Frost, Weber Gourmet, and Wilson.

Minnesota delegates ready push for big election turnout

Rochester, Minn. — The Minnesota AFL-CIO's 27th constitutional convention adopted legislative goals and rallied delegates to lead a heavy rank-and-file turnout among union voters at the November presidential election.

The 700 delegates called for state legislation to provide for closed primary elections, teaching of labor education in high schools, preservation of the unemployment insurance system in Minnesota, opposition to any form of tuition tax credits or tuition vouchers, and establishment of an Office of Economic Conversion to help distressed industries convert to alternative production.

Other resolutions supported enforcement of both state and federal Davis-Bacon prevailing wage laws along with equal pay for work of comparable worth.

AFL-CIO President Lane Kirkland spoke to the delegates via videotape and warned that the "country can't afford four more years of a government that only serves the rich and divides America." He recalled that Richard Nixon's lead in 1968 was thought to be insurmountable. But had the campaign lasted one more week, Hubert Humphrey would have won, Kirkland reminded the delegates.

The convention endorsed the Democratic presidential ticket of Walter Mondale—a Minnesota native—and Geraldine Ferraro after viewing tapes on a giant television screen showing their acceptance of the nominations in San Francisco and Mondale's appearance at the 1983 AFL-CIO convention.

State AFL-CIO President David Roe set the stage for the delegates, detailing the stakes for workers' in the Nov. 6 election.

"We have a President who has closed his eyes, ears and heart to working people, the elderly, the young, farmers, minorities, the poor," Roe declared. "Our job over the next several weeks is to work hard to elect two people who can see, hear, feel, and will speak from compassionate hearts for all of America . . . Walter Mondale and Geraldine Ferraro."

Ted Mondale, son of the candidate, stressed that "Reagan wants a union-free country, while my father wants a country of free unions." Another speaker was Hubert H. Humphrey III, the state attorney general, who warned delegates that "there isn't much time left to educate people" about the election issues.

National Farmers Union President Cy Carpenter stressed what would happen in Minnesota if Reagan wins, estimating that 13,000 farmers would lose their farms next year.

House finds Women's Bureau inept under Reagan

By Susan Dunlop

Under the Reagan Administration, the Women's Bureau of the Labor Dept. has become ineffective, inefficient and isolated from the working women it was created to serve, according to a report released by the House Government Operations Committee.

The committee found that the bureau, created by Congress in 1920, has failed since 1981 to meet its mandate to promote the welfare and improve the working conditions and opportunities of wage-earning women.

Instead, the committee said, the Women's Bureau has stopped providing the information, technical assistance and leadership on vital issues crucial to women workers that had been available under previous administrations, both Democratic and Republican.

"Rigid organizational patterns" have undermined the bureau's effectiveness and efficiency, and it has virtually severed its "long-term, close ties" with unions, community organizations and local, state and national women's organizations, the committee pointed out in its unanimous report.

The panel also found that the bureau is no longer active—as it used to be—in representing the concerns of women workers in Labor Dept. policymaking or in advocating legislation important to working women.

The report, titled The Women's Bureau: Is It Meeting the Needs of Women Workers?, was prepared by the Manpower & Housing Subcommittee chaired by Rep. Barney Frank (D-Mass.). It is based on hearings held earlier this year during which union women and representatives of women's organizations testified.

In releasing the report, Frank said the bureau's rigidity and inactivity should not be blamed on budget cuts, since Congress has refused every year to adopt cuts in the agency's staff requested by the Reagan Administration.

Services slashed

Among the representatives submitting testimony at the hearings was Coalition of Labor Union Women President Joyce Miller, who pointed out that for years the Women's Bureau had been the leading source of vital statistical, economic and legal information about women workers. But under Reagan, Miller and other witnesses charged, those functions and most of the agency's publications have been sharply cut back.

Miller, an AFL-CIO vice president and a vice president of the Clothing & Textile Workers, testified that the bureau's 10 regional offices had become virtually inactive and that former contacts with union and other organizations have been sharply restricted.

She said the agency shifted the emphasis from programs pegged to the needs of wage-earning women to the interests of women professionals and business-owners.

The committee report concluded that there is an "urgent need" for a strong, active Women's Bureau to deal with the complex problems facing working women, and it recommended that the agency revamp its current policies, methods and priorities.

The committee also recommended that the bureau significantly expand its "critically important function" of publishing statistical and other information and materials, and it stressed that such publications "should include pro/con or descriptive information whether or not the Bureau or the Administration has a position on the issue."

The report also called for more flexibility in the bureau's management, an end to its practice of discouraging regional staff from participating in certain activities, renewed cooperation and contacts with unions and other groups, and more efficient and practical personnel assignments.

It was especially critical of the bureau for ending—on virtually a management whim—a successful job-sharing arrangement between two women directors of the bureau's Region IX in San Francisco. The committee said the bureau should be encouraging rather than stifling such "creative uses of alternative work patterns" both in compliance with federal employment laws that permit them and as a demonstration for the private sector.

Applying resources

The panel also recommended that in planning activities the bureau should weigh the relative needs of various groups. Because the agency's resources are limited, choices must be made in how they are used and the "recent emphasis on mid- and upper-level corporate women," although not bad in itself, "inevitably reduces the resources available to assist needier groups."

The bureau was also pressed to resume its former role of advocating policies and programs that advance the interests of working women.

Democrats look to gain Senate seats

Continued from Page 1

crat Paul E. Tsongas. The Senate's most senior Democrat, Jennings Randolph of West Virginia, is also retiring, but his seat appears safe for the Democrats.

In Tennessee, the clear favorite is now Democrat Albert Gore, Jr., who voted "right" four of every five times in his eight years in the House by COPE's tally. Gore, whose father was a distinguished senator, was endorsed last year by the State AFL-CIO even before he had formally announced his candidacy. His Republican opponent, former State Sen. Victor Ashe, has been trying to ride Reagan's coattails.

Elsewhere, Democratic gains are most likely in the following states:

ILLINOIS—To win a fourth term, Republican Charles H. Percy will have to persuade conservative Reagan supporters that he is one of them without alienating moderates of both parties who have supported him in the past. In rhetoric as well as in voting, Percy has moved to the right and has recruited some of the arch-conservatives in Congress to campaign for him. His Democratic opponent, Paul Simon, has a good government record in Congress and state government that stands him well with much of Percy's former constituency. Six years ago, Percy had substantial labor support in a close election. This time, unions are strongly behind Simon. The Chamber of Commerce has urged "immediate involvement of business around the country" to retain the seat for the Republicans and has worked to prevent a leakage of conservative support to the Libertarian Party candidate. Recent polls have see-sawed.

IOWA — First-term Republican Roger W. Jepsen is clearly vulnerable and Tom Harkin, who at the age of 44 has five times won election to the House from a traditionally Republican district, has a good chance to beat him. Recent polls show he has overcome an early Jepsen lead and moved ahead. Harkin's 73 percent "right" COPE record may be closer to Iowa's sentiments than the 11 percent rating for Jepsen. But Jepsen has unleashed a costly barrage of television and radio advertising aimed at pinning a "too liberal" label on his Democratic opponent.

MINNESOTA—If the election were held this week, the polls indicate, Republican Rudy Boschwitz would win a second term in the Senate and Walter Mondale would fail to carry his home state. But Democrats think that Mondale will indeed carry Minnesota on Nov. 6. And if he does, Joan Growe has a real chance for an upset. She is Minnesota's three-term secretary of state who is trying to get voters to focus on the highly conservative voting record of Boschwitz rather than on his folksy manner. Boschwitz voted only 17 percent "right" on the COPE card, compared with 40 percent for Minnesota's other GOP senator, David Durenberger.

MISSISSIPPI—Republican Thad Cochran, seeking a second term, would be a strong favorite for re-election against almost any candidate the Democrats put up—especially since he has a seemingly bottomless campaign treasury to pay for television commercials. His opponent, former Gov. William Winter, is perhaps the one Democrat with a realistic chance to take the seat. He was a popular governor with a strong record in support of education. But it's an uphill race.

NEW HAMPSHIRE—When Republican Gordon J. Humphrey won his first Senate term in 1978 with 50.7 percent of the vote, he ran as what Congressional Quarterly termed "a militant conservative activist." Now he's seeking re-election as a born-again environmentalist. But the state's conservation groups are solidly backing New Hampshire's Democratic congressman, Norman E. D'Amours. So is the AFL-CIO. His 76 percent "right" COPE record compares with a scant 5 percent grade for Humphrey. The Republican has more money for media advertising; D'Amours may have the better grass-roots organization. Humphrey has led in the polls but not by too much.

NORTH CAROLINA—To a lot of people, the defeat of Republican Jesse Helms would be the most satisfying outcome of any congressional election. Even among southern conservatives, he has been an extremist and his campaign has been closely anchored to the political message of the so-called Moral Majority. This could be the end of the line of Helms. His opponent is North Carolina Gov. James B. Hunt, Jr., popular and able. Neither campaign has been under-financed, but Helms has raised some $4 million more than Hunt and as of last June had already spent $8.7 million on his campaign. Helms has tried to wrap himself in Reagan's popularity in North Carolina, telling voters that "the President and I need your support." He refers to Gov. Hunt, a moderate in the southern political spectrum, as a "Mondale liberal."

Hunt, running neck-and-neck in the polls, retorts that he doesn't want North Carolina to be known as the base "for radical, right-wing politics" or "for narrow, intolerant leaders who claim that God is on their side."

TEXAS—With Sen. Tower's retirement, Republicans nominated Rep. Phil Gramm, who switched to the GOP early last year after having led the band of "boll weevil" conservative Democrats who helped push Reagan's program through the House. By conventional wisdom, he should be a strong favorite over State Sen. Lloyd Doggett, a labor-backed progressive who has fought for consumer issues. Doggett had to win two grueling primaries to gain the nomination. Gramm still leads, but not by as big a margin.

The three states the GOP considers takeable if there is a big Reagan vote are:

ARKANSAS—Democrat David Pryor's popularity should enable him to stave off the challenge of an articulate Republican congressman, Ed Bethune. GOP sources keep listing Arkansas as a possible pickup, but most political readings are that it would take a major upset.

MASSACHUSETTS—The Democratic picture was muddled by the decision of Tsongas not to seek re-election and a hard-fought primary just a month ago that was won by Lt. Gov. John F. Kerry. On the Republican side, the primary victory was a hard-campaigning conservative, Raymond Shamie, who trounced the strongly favored Elliot Richardson. Mid-October indications were that a Kerry victory will keep the seat Democratic. But it was not a sure thing.

MICHIGAN—Democrat Carl Levin is opposed for re-election by Jack Lousma, a former astronaut drafted by conservative Republicans after a 25-year military career. The issues couldn't be more clearcut. Levin, a mainstream Democrat who earned strong labor support by his progressive voting record, has maintained a clear lead in the polls despite his opponent's attempt to pin a tax-increase label to him. Republicans are pouring money into the campaign, convinced that Levin is vulnerable, and Lousma has embraced the Reagan program. But the judgment is that the Republican campaign is still earthbound.

In the other Senate contests, incumbents are clear favorites. Among Republicans, it would take a major upset to dislodge Senators Ted Stevens in Alaska, William L. Armstrong in Colorado, James A. McClure in Idaho, Nancy Landon Kassebaum in Kansas, William S. Cohen in Maine, Pete V. Domenici in New Mexico, Mark O. Hatfield in Oregon, Strom Thurmond in South Carolina, Larry Pressler in South Dakota, John W. Warner in Virginia and Alan K. Simpson in Wyoming.

Upsets do happen, however, and some of the Democratic challengers have proven exceptionally able campaigners who will be heard from again.

On the Democratic side, the Senate seat being given up by Jennings Randolph almost certainly will be won by West Virginia's Gov. John D. Rockefeller IV, less formally known as Jay Rockefeller. Republicans are concentrating their efforts on winning the governorship that Rockefeller is giving up.

Incumbents who appear to have a substantial but not irreversible lead are Senators Joseph R. Biden, Jr., in Delaware, Walter D. Huddleston in Kentucky and Max Baucus in Montana.

The seats that political observers now consider "safe Democratic" are held by Senators Howell Heflin in Alabama, Sam Nunn in Georgia, J. James Exon in Nebraska, Bill Bradley in New Jersey, David L. Boren in Oklahoma, and Claiborne Pell in Rhode Island.

If the Democrats do fall short of taking control of the Senate in this election, a bright opportunity will come in two years when 22 seats now held by Republicans will be at stake to only 12 seats held by Democrats.

Greed is key to Reagan policies

The Economic Illusion

False Choices Between Prosperity and Social Justice. By Robert Kuttner. Houghton Mifflin, Boston. 308 pp. $19.95.

Beyond the Safety Net

Reviving the Promise of Opportunity in America. By Sar Levitan and Clifford M. Johnson, Ballinger, Cambridge, Mass. 189 pp. $16.95.

By Markley Roberts

Greed—plain, old-fashioned greed—is the key to anti-people, anti-worker, anti-union policies of Ronald Reagan.

Greed and giveaways to the rich and the big corporations are camouflaged behind a right-wing theory of "supply-side" economics—a theory of "trickle-down" economics which says the rich must get richer so the rest of us can have jobs and paychecks.

This violation of social justice is the price of progress, according to radical conservative George Gilder and conservative economist Milton Friedman, the intellectual gurus of the Reagan Administration and chief apostles preaching the virtues of greed.

"The economic illusion is the belief that social justice is bad for economic growth," says Bob Kuttner in his new book attacking supply-side, trickle-down economics.

In another new book, Sar Levitan and Clifford Johnson present a reasoned and devastating critique of the right-wing social policies of Ronald Reagan and his "persistent efforts to undermine public confidence in government."

"Due in large part to conservative rhetoric, many Americans associate the welfare system with narrow income transfer programs for the poor rather than with its broader efforts to promote opportunity and equity for all income groups," Levitan and Johnson assert.

The message from these two books is important—and it's a message most union members know already. The last AFL-CIO convention declared, "Fairness and compassion are not in conflict with efficiency and economic progress. In fact, these concerns reinforce one another."

The AFL-CIO pointed out that basic social programs that help people who are unemployed, aged, disabled, or helpless are fundamental to economic progress as well as to social decency and social justice. Union members know that economic progress and social justice must go together.

Full employment is the best way to pull economic growth and social justice together, says Kuttner, and unions have an important role in achieving these goals. A strong, well-organized labor movement is essential to a society which properly links economic progress and social justice.

"Societies with strong unions and highly refined social bargaining machinery do a much better job of maintaining full employment, promoting distributive justice, reconciling technological process with social needs, and moderating inflation," says Kuttner, citing Sweden, Norway, Austria, and West Germany as examples.

The very best economic performers seem to have these characteristics in common: an effective system for converting savings to productive investment; a well-trained and diligent work force; and social institutions that provide personal security and opportunity and minimize class discord."

Unfortunately, the policies of Ronald Reagan widen economic and social gaps between Americans. "The Reagan tax and spending program took from society's poorest and gave to society's richest," says Kuttner.

But it's wrong and unnecessary to load tax giveaways on the rich and the big corporations in hope they will invest their tax savings. In fact, says Kuttner, collective savings of workers in pension funds and life insurance companies are the big sources of investment funds.

Levitan and Johnson attack the Reagan Administration for its radical anti-government ideology and for its abdication from federal responsibilities for promoting economic opportunity and social justice. They also fault liberals and "neoliberals" who accept the right-wing notion that America suffers from too much government and too much regulation.

Jobs and training programs, social security, unemployment compensation, health care, education, housing, public assistance, and other social welfare programs have produced impressive achievements for working people and their families, according to Levitan and Johnson.

But they warn that "when government interventions are successful, their beneficial effects tend to be cumulative and long term," which makes it difficult to maintain political support for these programs in the short run.

America's political agenda must recognize the many successes of the modern welfare system, recapture majority support for the system, and rebuild public confidence in government.

Unfortunately, under President Reagan, programs that help working people, the poor, and the needy are cut while benefits to the rich are raised—and the American people get less fairness, less compassion, and less social justice.

Markley Roberts is an economist in the AFL-CIO Dept. of Economic Research.

EDITORIALS

Making Industrial Policy

CONGRESS TOOK a step in the direction of an industrial policy for the United States—a very small step, but nonetheless very welcome.

It did so in legislation to enforce bilateral agreements with countries whose increased exports of subsidized steel have been so damaging to the U.S. steel industry. Having rejected quotas, the Administration is seeking to persuade the offending countries to agree to a ceiling on steel shipments.

Congress insisted on adding to the enforcing legislation a labor-supported provision that is at least the embryo of an industrial policy.

First, by giving support to an effort to limit steel imports, Congress in effect declared that the steel industry is important to the United States and should be helped to survive.

That's an industrial policy decision.

Then, in return for a degree of protection, Congress insisted that the industry act responsibly. Steel companies will be required to use their cash assets—the depreciation savings from tax laws as well as retained earnings—for modernization of facilities for research and development. A small amount is earmarked for retraining of the industry's displaced workers.

ALL THIS is the thrust of industrial policy. It stands in sharp contrast to the meaningless giveaways of the Reagan Administration's tax cuts which encouraged steel companies to use the windfall to buy up oil companies and conglomerates to buy out competitors in stock-buying raids that created no new jobs and no new products.

With all the good intentions, the small step taken in a little-noted bill passed in the final days of Congress isn't going to overcome the festering problems of America's steel industry.

The legislation that was shaped by the House Banking, Finance & Urban Affairs Committee does, however, provide the machinery for truly national industrial planning, with input and commitment of resources from industry, labor and government.

Whatever dictionary the Reagan Administration chooses to use these days, planning is not a dirty word.

It involves deciding where you want to go and figuring out the best way to get there.

The Collyer Appointment

HOW LONG will Rosemary Collyer serve as general counsel of the National Labor Relations Board? That's one of the questions that will be answered on Nov. 6.

President Reagan has already appointed a majority of the NLRB, and the flow of pro-management decisions reflects the changeover. A former attorney for the National Right to Work Committee's legal arm is already in a key NLRB post. The appointment of still another management attorney as general counsel is all that is needed to undercut the last vestiges of impartiality.

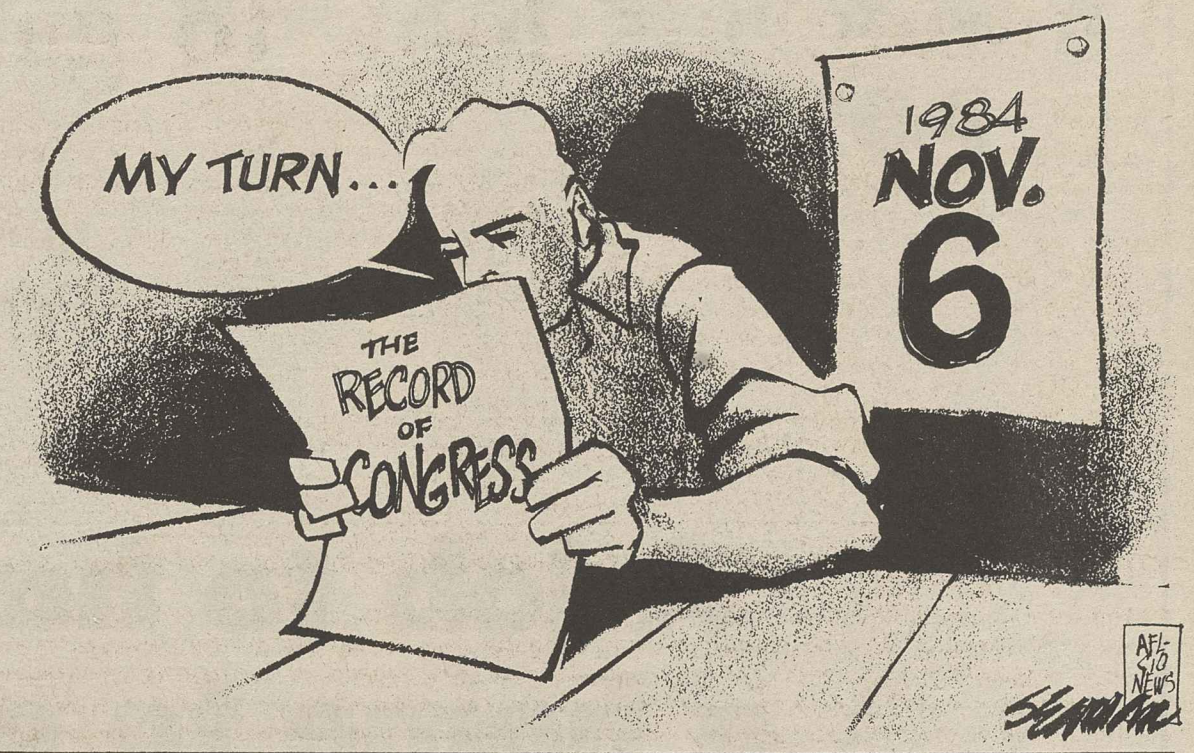
As the House Subcommittee on Labor-Management Relations concluded in a report adopted earlier this month, "in the past three years, the perception of a neutral and objective NLRB has been shattered" by the "politicization" of the labor board.

Under the National Labor Relations Act, the general counsel is more than a lawyer. The general counsel is in charge of the NLRB's field staff and is both the grand jury and prosecutor in deciding when to bring unfair labor practice proceedings against either employers or unions. The post is filled by presidential appointment, and its occupant is not subservient to the board.

The Senate did not act on Collyer's nomination, and it died with the adjournment of Congress. But President Reagan bypassed the Senate and gave Collyer a recess appointment, enabling her to take office immediately.

If he is re-elected, the White House affirms, Collyer's nomination will be resubmitted to Congress and she will be able to continue in the post.

That's another good reason to vote for Walter Mondale and for senators who won't rubber-stamp the corruption of the NLRB.



Washington Window

Reagan's mental capacity becomes an election issue

By Press Associates, Inc.

Some years back, Mao Tse-tung swam several miles down the Yangtze River to show the masses he was still fit to govern.

Similar public relations gimmicks have been used for years to boost President Reagan's image. He is filmed swimming, chopping wood and riding horseback on his ranch, far from the nation's problems.

While everyone agrees that the President is in good physical shape for his age, age is not the issue. That energetic hero of the elderly, Rep. Claude Pepper (D-Fla.), notes it is performance that counts. And at a young 84, Pepper retains a keen grasp of the issues and can hold his own in public debate.

To evaluate President Reagan fairly, it is important to try and assess his true understanding of the issues and whether he is capable of leading the nation in these difficult times.

New York Times columnist James Reston keyed on the public's concern over Reagan's real leadership abilities just after the first debate with Walter Mondale in Louisville.

"What Louisville did," wrote Reston, "was not to expose his age, which everybody knew, but to expose his mind, which the voters didn't know. This is what has been covered up in the last four years by his amiable personality, and his superb reading of speeches from invisible mirrors, written and contrived by the best public relations team ever to enter the White House.

Hidden from view

"Nobody knows this better than his most intimate advisers. This is why they keep him out of press conferences as much as possible, didn't want him to debate Mr. Mondale, and fight among themselves about policies, including arms control, that he has not mastered.

"Age may have been a factor in his faltering performance in Louisville. Usually he is at his best onstage, and the bigger the audience the better. But he forgot his lines, even in his memorized closing speech, and that did surprise and trouble his most devoted aides."

Behind the Republican Party's facade of optimism, the Reagan Administration has inflicted much damage on the American society. The economy is no better off than in 1980. Big business and the wealthy reaped $750 billion in tax breaks, a basic cause of Reagan's record deficits. The deepest recession since the 1930s gave millions a taste of hard times. Poverty rose, the middle class shrank, and the arms race continues.

Future plans

And what of the future? Political observers note that Reagan has said nothing of what he wants to do if re-elected. However, the key people behind Reagan know what they want.

Budget chief David Stockman, the President's numbers man, thinks the socially destructive budget cuts of 1981 were a mistake because they were too small. Those were just the "little pebbles. We should have gone after the big boulders —the social insurance programs," Stockman told Fortune magazine.

The biggest cuts in 1985 should be in Medicare and Medicaid, veterans' health care, federal jobs and pensions, student aid and farm price supports, he said.

When Reagan in the first debate with Mondale posed as a defender of social security by declaring he would oppose benefit cuts "to the people now getting them," he gave away the game plan.

That was enough to scare everybody 64 and under, a sizable voting group. So the White House rushed out a mouthpiece who claimed future beneficiaries would be protected as well.

Before Reagan, there was a developing consensus among labor and its allies to work toward a better America. To get the nation moving again toward worthy goals and with a sense of purpose that includes all Americans, labor and other groups endorsed the Mondale-Ferraro ticket. That choice looks better than ever.

AFL-CIO news

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MONDALE
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Nov. 6

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AFL-CIO news

VOL. 29, NO. 43
SATURDAY
OCTOBER 27, 1984

House control dependent on key districts

This election will determine whether mainstream Democrats continue to have a working majority in the House of Representatives or whether effective control will slip back to a conservative coalition of Republicans and like-minded Democrats.

It was a conservative coalition that rubber-stamped President Reagan's budget and tax policies in the 1981-82 Congress. It took a 26-seat Democratic gain in the recession-influenced 1982 election to put jobs back on the congressional agenda, fend off new assaults on labor standards and remedy a Supreme Court ruling that had allowed bankruptcy law to be turned into a union-smashing weapon.

Going into this election, Democrats hold a 267-168 majority in the House, crediting two vacancies to the parties last holding the seats.

Election scenario

Only the scariest of political nightmares can conjure up an election scenario giving the Republicans the gain of 50 or more seats what would make the GOP the majority party in the House for the first time in 30 years. But it would require only a strong political current—a Republican pickup of anything over 20 seats—to make damage control critical for labor. Depending on where the shifts take place, almost any double-digit Republican gain combined with the continued GOP control of the Senate would be a serious setback.

The presidential election will influence the congressional results and a close House contest could be decided by the spillover from a one-sided vote for one of the presidential candidates in that particular district. But there are probably no more than 50 congressional districts where the top-of-the-ticket factor could affect the outcome.

If the presidential vote is reasonably close—whether Mondale or Reagan wins—and the marginal House contests divide about equally, a single-digit Republican gain would be likely.

An axiom of congressional elections is that most incumbents seeking re-election will be returned to office. The districts most susceptible to party change are those in which the incumbent is not on the ballot. This year, there are only 27 such "open districts" and 14 are held by Republicans. About half are considered safe for the party in power.

Reapportionment

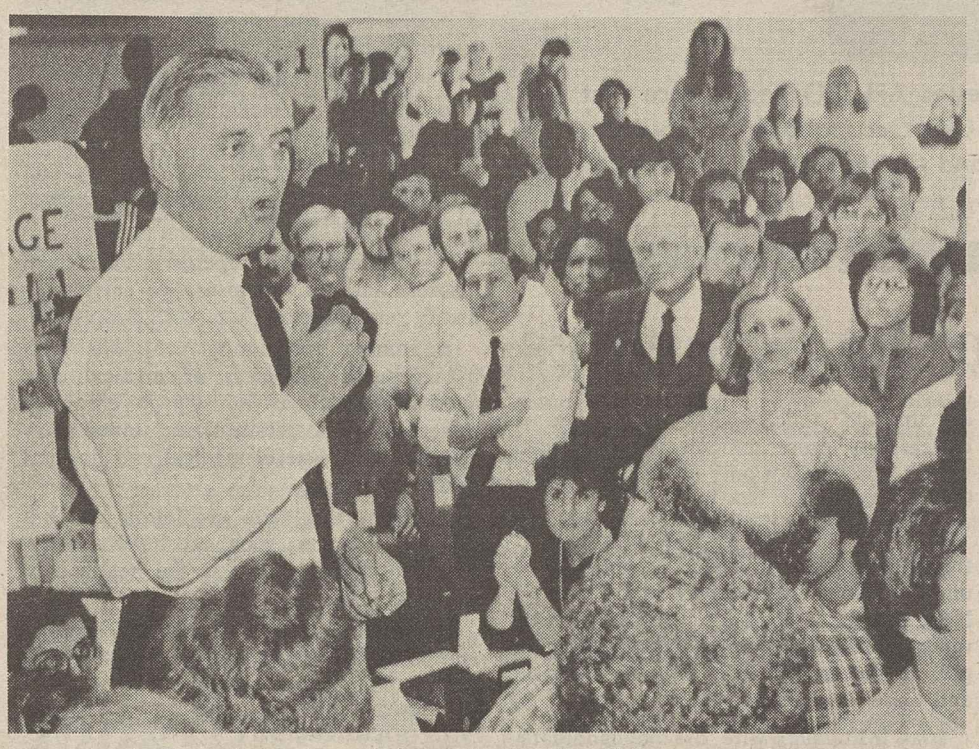
Two years ago, partly as a result of post-Census reapportionment, there were 58 open districts. And a number of incumbents had the added disadvantage of changed district boundaries that brought in voters unfamiliar with their records.

Further, 65 House members—53 Democrats and 12 Republicans—will not face major party opposition on Nov. 6 and are, in effect, already re-elected. The number includes the six Democrats and two Republicans from Louisiana who won election last month by getting more than half the votes cast in the state's unique open primary.

Others unopposed include both conservatives and liberals from all parts of the country. Republicans may rant about House Speaker Tip O'Neill, but they didn't

Continued on Page 4

One-on-one labor drive sparks campaign effort



Democratic Presidential candidate Walter Mondale presses a point to campaign workers at his Washington, D.C., headquarters.

Mondale hits issues muffed by President

By David L. Perlman

Walter Mondale and Geraldine Ferraro opened the final lap of their election campaign with an almost dawn-to-midnight schedule aimed at overtaking President Reagan by Election Day.

The Democratic candidates criss-crossed the country, talking issues and leadership to farmers and workers, suburbanites and city voters, students and the elderly.

A trade union movement that is overwhelmingly convinced of the importance of the election meanwhile moved on its own to assure that Mondale's message reaches America's workers. Across the nation, union activists went "one-on-one" with fellow workers to talk about election issues and the real differences between the rival candidates.

AFL-CIO President Lane Kirkland, on the final leg of his two-week Solidarity Van tour of union halls, spurred the effort in meetings with shop stewards, local union officers, business agents and COPE volunteers in nine states.

"Millions of voters will be making their decision in the closing days of the campaign," Kirkland stressed. "If a member has reservations or questions about our position, we need to answer them. We need feedback and real discussion."

Proven friend

Kirkland spoke of Mondale as a proven friend "who understands and identifies with the problems of working people."

Since his debates with Reagan, "many more of our people understand why we were for Mondale from the beginning," Kirkland said.

"Now they should know for sure that a vote for Fritz Mondale is a vote to keep their jobs here in America, with opportunities for young people." Just last month, Kirkland noted, another 125,000 manufacturing jobs were lost despite the so-called recovery.

"A vote for Ronald Reagan is a vote for the worst enemies of working men and

Continued on Page 5

Richest corporations escaping federal taxes

Thanks to a tax break bonanza handed to them by the Reagan Administration, many of the nation's richest corporations either paid no income taxes or pocketed fat tax rebates over the last three years, according to a study by Citizens for Tax Justice.

In an analysis of the tax status of 250 profitable major corporations and utilities, the group found that 128, or 51 percent, had paid no income taxes in at least one of the years 1981-83.

Of those that paid some taxes, more than half paid at tax rates substantially below those of the average American family.

The coalition of labor and consumer organizations found that 17 of the firms surveyed had paid no taxes in any of the three years reviewed, and 48 had paid no taxes in at least two of the years. On top of that, the firms were able to take advantage of the Reagan tax law changes to claim billions in cash rebates or sell "excess" tax benefits to other companies, the study found.

Of the 17 companies that haven't paid taxes since at least 1980, five are among the nation's biggest defense contractors. The firms include General Electric Co., Boeing Co., General Dynamics, Lockheed Corp., and Grumman, Inc.

Other widely known names on the no-pay list include Dow Chemical Co., Santa Fe Southern Pacific Railroad, U.S. Home, Tenneco, Weyerhaeuser Corp., Transamerica Corp., Greyhound Corp., Singer Co., and more.

The biggest beneficiary of the tax cuts was GE—coincidentally Ronald Reagan's former employer—which earned $6.5 billion in pre-tax profits over the three years, claimed tax refunds of $283 million and paid "not one cent" of taxes in 1981, 1982 or 1983, the study showed.

The coalition's study, Corporate Income

Continued on Page 3

By Reagan adviser

Labor blasts pay equity put-down

The Reagan Administration insulted working women when its top economic adviser attacked the concept of pay equity, AFL-CIO Sec.-Treas. Thomas R. Donahue charged.

Donahue's remarks came in response to statements by William A. Niskanen who called the comparable worth idea "crazy," and a "medieval concept" whose "time has passed."

During a debate comparing Reagan economic policy with proposals by Democratic Presidential candidate Walter Mondale, Niskanen attributed the wage gap between men and women to the fact that "many, if not most," women interrupt their work life to raise children.

Calling Niskanen's remarks "an insult to American women," Donahue said they revive "the crude belief that women work only for 'pin money' when in fact, most women work for the same reason men do—because they have to."

Convention endorsement

The AFL-CIO has endorsed in convention resolutions the effort to achieve pay equity in the workplace. The concept calls for setting wage scales so that workers will be paid comparable wages for jobs of comparable worth that require similar skills, training and experience.

This runs directly counter to the traditional practice of setting pay scales lower for certain jobs only because they are held mostly by women.

A key pay equity victory was scored by the State, County & Municipal Employees in 1983 when a federal judge found Washington state guilty of pay discrimination against its female employees.

The Reagan Administration has hinted that it will join the state in appealing the decision, but has refused to make public its stance before the Nov. 6 election.

The AFL-CIO has also pointed to Labor Dept. data indicating that the number of working women with school-age children is rapidly increasing, as is the number of female heads of households who are the sole support of their children.

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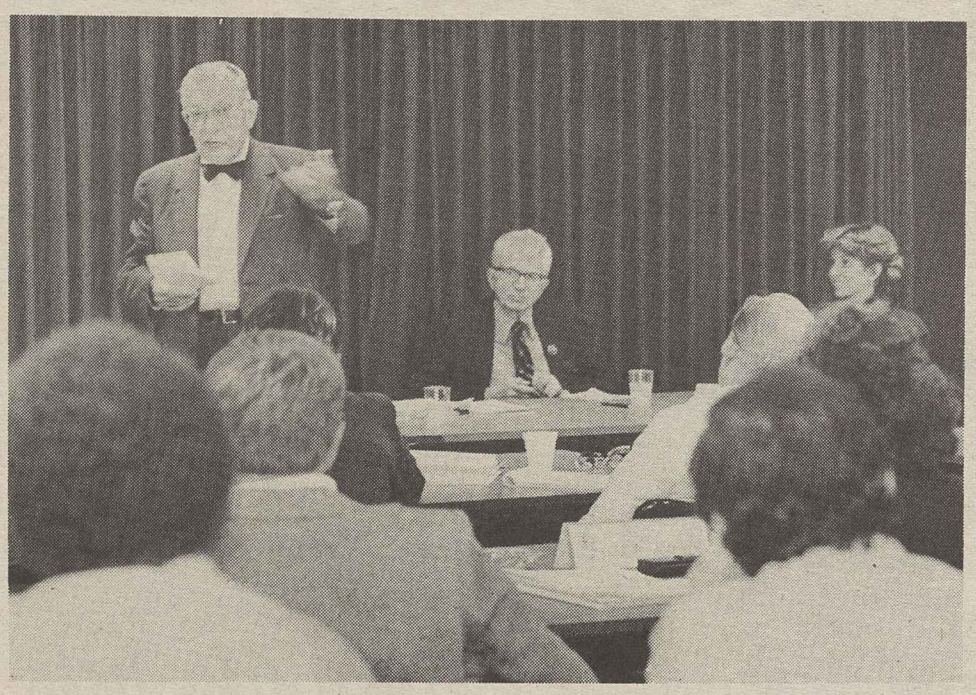

Former Labor Sec. John Dunlop addresses AFL-CIO health care cost containment conference. Seated are AFL-CIO Occupational Safety, Health & Social Security Director Bert Seidman and Assistant Director Karen Ignagni.

Missouri per capita increase made permanent by delegates

Kansas City—The 500 delegates to the Missouri AFL-CIO convention made permanent an emergency increase in the state federation's monthly per capita tax, boosting it by a dime to 30 cents.

The November elections also played a major role in the convention's agenda as delegates heard from a number of candidates, made endorsements and set their legislative goals.

The per capita increase was first passed last January by the state federation's executive board.

Board Member Donald J. Gralike, president of Electrical Workers Local 1 in St. Louis, told delegates the permanent increase was necessary because membership among state affiliates had been declining as a result of the Reagan Administration's economic policies.

AFL-CIO President Lane Kirkland, in an address to the delegates, accused President Reagan of selling out American workers through policies that have made it increasingly more difficult for organized labor to protect not only its own members, but all workers.

Daniel J. "Duke" McVey, president of the state federation, urged the delegates to unite to defeat anti-worker politicians on Nov. 6, and stressed the need for a high turnout of union voters to put Democratic presidential candidates Walter Mondale and Geraldine Ferraro in office.

Joan Mondale, wife of the candidate, scored the Reagan-Bush ticket, as did Rep. Richard Gephardt (D) who warned that four more years of Reagan policies could destroy the economy. Sen. Thomas F. Eagleton said the nation is "headed for an economic catastrophe" if Reagan is re-elected.

Guest speakers

Other speakers included Bricklayers President John Joyce, Ironworkers political director Michael J. Brennan, Rep. Ike Skelton, Rep. Robert Young, and a number of candidates for state offices.

Key among the resolutions adopted by the convention were measures urging legislation on plant closings, supporting the Equal Rights Amendment, backing the Typographical Union members in their struggle against the Kansas City Star, seeking prohibitions on the use of polygraphs in employment, and aiding the Ladies' Garment Workers' campaign to roll back the flood of imported apparel.

In the convention's only election, Donald F. Owens was elected to a two-year term as secretary-treasurer by acclamation of the delegates.

Pilots union votes assessment for Continental strike

The Air Line Pilots voted to sustain the union's lengthy strike action against Continental Airlines through an assessment which will enable it to keep up its court battles and continue strike benefits at a level of $2,400 a month.

"The membership has given us a clear mandate to continue the battle," ALPA President Henry Duffy said. "This means that we will be able to proceed aggressively in the courts, the Congress and elsewhere."

By a 3 to 1 ratio, the membership voted to continue the strike, now in its 13th month. Duffy said this level of support shows the widespread concern of the airline pilots over issues of job security, seniority and grievance procedures—all of which Continental management refuses to negotiate.

Legal efforts

The ALPA's legal efforts against Continental include an appeal of Continental's bankruptcy filing which resulted in massive layoffs and unilateral reduction of wages and benefits, appeal of the bankruptcy court's approval of Continental's abrogation of its labor contract, a $100-million lawsuit against the firm for unfair labor practices, defense against a similar countersuit by Continental and a dispute over pension funds owed to striking pilots.

Duffy noted that ALPA had spent about $8.8 million as of Sept. 1, 1984, in fighting Continental. Previous funding for the legal battles and strike support came from the union's administrative budget. Now, however, these activities will be paid for through the assessment, thus assuring a financial base for long-term efforts against Continental, he said.

At AFL-CIO conference

Health care guidelines drawn to curtail costs

The AFL-CIO is intensifying its search for ways to contain the "incredible increase" in health care costs and counter management demands to cut medical insurance benefits and raise the worker's share of costs.

Representatives of 23 AFL-CIO affiliates met recently at the George Meany Center for Labor Studies to share what they've learned so far. By the end of the three-day session, sponsored by the AFL-CIO Dept. of Occupational Safety, Health & Social Security, the 53 conferees had heard the essentials for a union program to reduce medical and hospital costs:

- Requiring a second physician's opinion before surgery.
- Encouraging outpatient surgery and pre-admission testing before hospitalization.
- Insisting on competitive bids from insurers and forcing insurance carriers to justify rate increases.
- Joining community coalitions with management, providers of medical care and the insurance industry to eliminate unnecessary hospitalization, unnecessary surgery and wasteful medical and hospital practices.
- Supporting state regulation and national legislation, such as the Kennedy-Gephardt bill, to regulate the health care industry.
- Insisting on protection for hospital and other health care workers who haven't shared the industry's profits.

'Corporatization'

Speakers repeatedly emphasized the "corporatization" of the health care industry—a high profit industry. In most communities, the conferees were told, health care is now the largest or second largest industry.

Carl Schramm, director of the Johns Hopkins Center for Hospital Finance Management, told the conference that a lot of expensive, high-technology equipment is "nonsense—toys for doctors."

One speaker cited helicopters as a case in point. When one hospital buys a helicopter, all the hospitals in town feel they have to have one.

Declaring that most communities have too many hospital beds and too many physicians, Schramm pointed out that only six states try to regulate hospital costs.

Dr. Phil Caper of the Dartmouth School of Business and the John F. Kennedy School of Government at Harvard, cited findings that some physicians hospitalize patients 20 times more often than others for the same disease. Usually, he reported, it's a matter of medical styles prevailing in the local community.

One study of 23 Iowa communities found that the cost of hospital care varied from $100 to $320 per capita.

Dr. Caper concluded that "20 percent of medical care is wasteful." He urged unions to identify the areas of waste, especially unnecessary hospital admissions.

Prof. John Dunlop of Harvard, one-time Secretary of Labor, reported on his efforts to encourage the formation of community coalitions to find ways to check rising health care costs. He told of the efforts of a national coalition, the "Dunlop Group of Six," that includes the Business Round Table, American Medical Association, American Hospital Association, Blue Cross & Blue Shield, Health Insurance Association and the AFL-CIO.

Developing expertise

Warning that health care problems can no longer be delegated to outside consultants, Dunlop urged every union to develop its own expertise.

The former Labor Secretary disclosed that the Johnson Foundation has set aside $20 million to help communities develop local health care cost-containment programs. To start, the foundation—in which he "wears a second hat"—has given $100,000 each to coalitions in 16 communities to develop clear, objective programs.

"We are anxious that both labor and management be involved," he stressed, adding that such coalitions are now functioning in 133 metropolitan areas and in one case—Iowa—statewide.

Labor, he reported, is participating in 43 coalitions. Business and insurers in 90, hospitals in 101 and physicians in 107. In 27, all six groups are working together to correct and reshape health delivery systems and thus avoid shifting more of the costs to workers.

Dunlop invited any existing coalition seeking a grant to write him. To obtain a grant, a coalition must develop a specific program with a timetable for cost containment without limiting access to medical care.

Changing times

Karen Ignagni, assistant director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, warned that "the time has gone when we can just talk about how much we can get the employer to put into the health plan."

Ignagni also called on unions to bring labor's opinion into community coalitions and to provide active support for legislation like the Kennedy-Gephardt bill to encourage state regulation of health care costs.

Department Director Bert Seidman sent the conferees home with the admonition: "Get your own members to understand that health care is a new ballgame."

Economic growth rate slackens

More evidence of a sliding economy surfaced in a report from the government that economic growth in the July-September quarter measured only 2.7 percent at an annual rate.

That was below the 3.6 percent forecast by the Commerce Dept. in its "flash" estimate last month and well below the 7.1 percent rate in the second quarter and the 10.1 percent rate in the first quarter.

In conjunction with other economic statistics, the report pointed to an economy barely growing to provide jobs for an expanding workforce and the prospect of even higher unemployment in the months ahead.

The figures on the nation's output of goods and services adjusted for inflation, or what the government calls "real" gross national product, support Democratic presidential candidate Walter Mondale's claim that massive trade deficits are severely hurting the American economy.

Imports surged nearly 11 percent during the third quarter, while exports grew less than 4 percent. As a result, half the economy's expansion went overseas.

The major reason for the flood of imports can be traced to an overvalued U.S. dollar, which has priced American exports out of world markets while giving imports a wide cost advantage in both domestic and other foreign markets.

At a conference of the Business Council earlier this month, Chairperson Paula Stern of the U.S. International Trade Commission warned that the nation's soaring trade deficit resulting from the overvaluation of the dollar has cost the country 2.5 million jobs so far.

Loss of jobs

"The jobs are gone—permanently," she said, blaming the "super dollar" on failure of the Reagan Administration to "think trade when we think overall macroeconomic policy."

There were other signs of a troubled economy:

- Durable factory orders plunged 4.3 percent in September, the largest drop in five months. The decline in durable goods orders partly reflected a slowdown in consumer demand during the summer months.
- In a related report, the Federal Reserve Board said U.S. factories, mining companies, and utility firms operated at 81.9 percent of capacity last month, down seven-tenths of 1 percent from August. The brief auto strike against General Motors had some effect, but the slowdown had been in progress before that.
- Inflation, while still moderate, is trending upward as borne out by a report from the Bureau of Labor Statistics. The government's Consumer Price Index for Urban Wage Earners & Clerical Workers (CPI-W) rose a seasonally adjusted five-tenths of 1 percent in September.

Over the three months ended in September, retail prices as measured by the CPI have risen at an annual rate of 7.5 percent. In the 12 months ended in September, the rise was 3.8 percent.

- New housing starts rose 8.9 percent in September after two straight months of decline, the Commerce Dept. reported. But building permits—an indicator of future activity—were down 5.4 percent and new starts can be expected to continue to decline.

UAW strikes Mack Trucks in three states

Members of the Auto Workers walked off their jobs at four plants of Mack Trucks, Inc., in three states and one in Canada, after talks broke down and their contract with the heavy-duty truck manufacturer expired.

Bill Casstevens, director of the union's Mack Truck Dept., said the two sides "remain far apart on several issues, most notably job security." He charged that management was not serious about the union's concerns over job security.

"The company has displayed an unreasonable and unrealistic attitude on this critical issue," Casstevens said.

The walkout began Oct. 21 following more than two months of negotiations. The parties are seeking to replace a two-year agreement covering some 9,200 workers. The struck plants are in Hagerstown, Md., Allentown, Pa., Bridgewater, N.J., Macungie, Pa., and Oakville, Ont. The UAW's last strike at Mack was in 1964.

Another key issue separating the parties is a company move to take away health care coverage. Casstevens said the company's plan "amounts to nothing more than shifting the burden of the rising cost of health care to the backs of workers rather than seeking acceptable ways of controlling and containing costs."

Canadian GM strike

Meanwhile, talks between the UAW's Canadian unit and General Motors of Canada took a turn for the better and the union indicated there could be a quick settlement in the 10-day strike of some 36,000 Canadian workers.

Canadian UAW Director Robert White said "the impasse has been broken" following his Oct. 24 meeting in Toronto with GM Canada's chief negotiator, Rod Andrew. He said the two sides "have found a key to unlock some fundamental issues."

The walkout at all nine GM Canada plants got under way Oct. 17. GM halted production at some of its facilities in the United States which are dependent on Canadian-made parts, laying off more than 18,000 workers.

The Canadian workers want less emphasis on job security, which was the centerpiece of the U.S. agreement, preferring instead greater economic gains because of the weaker currency in Canada.

Health checks

AFL-CIO headquarters staff members participate in a day-long health and information fair to kick off the annual United Way campaign. Suzanne Hawkins of the federation's Credit Union, center, gives a blood sample for a diabetes test. Hearing and blood pressure tests were also available. Community groups taking part in the event included the Big Brothers, Girl Scouts, Red Cross, Hearing & Speech Society, the Juvenile Diabetes Foundation and the United Labor Agency serving metropolitan Washington.

James C. Petrillo dies at 92, longtime Musicians' leader

Chicago—James C. Petrillo, a hero to professional musicians and one of the most colorful leaders the trade union movement has produced, died Oct. 23 at the age of 92 after a stroke.

He was a legend in his time as he battled with every weapon in the trade union arsenal to preserve live music and jobs for musicians as the nation entered an era of phonograph records and disc jockeys.

Tens of thousands of free performances by bands and orchestras across the country are financed by the phonograph royalties that the American Federation of Musicians won under Petrillo's leadership after a bitter 27-month strike in 1942 against the recording companies. He was reviled as a "labor dictator" in much of the nation's press at the time.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue spoke of his deep commitment to the members of his union in messages to the Petrillo family and to Musicians President Victor W. Fuentealba. Petrillo was an AFL vice president when the labor federations merged in 1955 and served on the AFL-CIO Executive Council until he stepped down as president of the Musicians in 1958. "He was a bulwark of strength" in achieving labor unity, the AFL-CIO officers noted.

Petrillo, who left school to work after the fourth grade, got free trumpet lessons at Hull House in Chicago, the settlement run by Jane Addams. By the age of 14 he had his own four-piece dance band.

He first headed an independent musicians union, then joined AFM Local 10 in Chicago. In those early years, he led a successful strike against Chicago's theaters, helped unionize the city's hotels, negotiated the first contract for musicians with a radio station, and won important pay increases for opera and symphony musicians. He was president of the local from 1922 to 1962.

At the behest of radio stations, Congress passed the Lea Act as an anti-Petrillo law to forbid the union from insisting on the employment of live musicians. A successful AFM campaign brought about repeal of the law in 1980.

Petrillo became president of the AFM in 1940 and served until 1958, when he refused nominaiton for a 19th term. Typically, he refused a pension since he would be getting a paycheck from Local 10. "It wouldn't be honorable," he said, chastising the delegates who insisted on pushing through the resolution. But he was miffed, too, at delegates who opposed the motion. They knew "damn well" that he'd refuse the pension, he chided, "and still some of you vote 'no.' "

That was vintage Petrillo, as was his account of the union convention at which he and then-President Harry Truman played a trumpet and piano duet.

"We played 'The Gang's All Here,' " Petrillo recalled. "Truman played in one key. I played in another, and the delegates were falling on the floor laughing."

Survivors include two sons, James and Lee, and a daughter, Marie De Rose.

Federal tax windfall benefits nation's richest corporations

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Taxes in the Reagan Years, was written by its director of federal tax policy, Robert S. McIntyre.

McIntyre cited the corporate tax break windfall that resulted from Reagan's policies as one of the major culprits behind the Administration's record-shattering federal budget deficits.

Corporate tax revenues have been on the slide since the 1950s, dropping from about 25 percent of all federal revenues to 6.2 percent in 1983, but the "largest single blow to the corporate income tax" came in 1981 with passage of the Reagan tax bill, McIntyre said.

That bill created a new system of super-accelerated write-offs for business investments in plant and equipment which "opened up massive new possibilities for legalized corporate tax avoidance" despite some reforms passed by Congress in 1982, McIntyre observed.

The study noted that while federal tax codes call for companies to pay 46 percent of their income over $100,000 in taxes, only a handful of the 250 firms surveyed pay anything near that rate.

In 1983, 129 of the companies paid an effective tax rate of only four-tenths of a percent on total profits of $45 billion.

Yet, in the same period, the study showed, the average American taxpayer paid an effective rate of 12 percent on personal income.

Among the well-known companies that paid rates lower than the average family over the Reagan years were AT&T, Westinghouse, Sears, and Union Pacific Railroad, the survey showed.

McIntyre pointed out that the difference between the 46 percent of income and the amount companies actually pay in taxes represents the cost of corporate tax loopholes—"lost federal revenues which must be offset by taxes on other taxpayers either now, or in the case of the funds borrowed because of the deficit, in the future."

14.1 percent rate

The study found the 250 companies examined paid $41.1 billion in taxes on profits of $291.4 billion over the three years, or an average rate of 14.1 percent. If they had paid the full statutory rate on their income, they would have paid an additional $91.4 billion in federal taxes since 1981. Had it not been for the loopholes, the corporations would have paid an additional $31.8 billion in taxes in 1983 alone, the survey showed.

McIntyre also asserted that the massive corporate tax breaks have not only damaged the economy by contributing to the dangerous budget deficit, they have also failed to deliver the "investment incentives" they were supposed to provide.

Postal Service dispute goes to arbitration

The process of arbitrating a "conclusive and binding" settlement of pay and benefits for some 600,000 unionized employees of the U.S. Postal Service got under way Oct. 19 after a three-month impasse in contract talks.

The first step is the selection of three different panels to hear evidence from the parties in the dispute and draft terms of new contracts. After the arbitrators are chosen by the USPS and the four unions representing the workers, they will have 45 days to draw up the agreements.

The Letter Carriers and the Postal Workers—the two largest unions—bargain jointly and are covered by one contract. Together, they represent about 500,000 workers in city letter carrier, clerk, maintenance and motor vehicle operator positions.

The Mail Handlers' division of the Laborers, representing some 40,000 workers, and the unaffiliated National Association of Rural Letter Carriers, representing 60,000 employees, negotiate separately with the Postal Service.

The arbitration process, which is required under the Postal Reorganization Act of 1970 if the parties fail to reach agreement on a new pact within 90 days of the expiration of the old contract, is new to both the USPS and the unions.

While arbitration has been used in the past to narrow issues and to resolve one of the smaller contracts, this is the first time that outside referees have been called on to settle an entire agreement.

The unions' previous three-year contracts with USPS expired on July 20. Talks, which had been under way for about three months at that point, came to a halt on that date with wide differences remaining.

Key issues

The most divisive issues were demands by the Postal Service for a three-year pay freeze and a lower wage rate for newly hired workers.

Two impartial panels of federal fact-finders, called in to study the dispute between USPS and the two smaller unions, have since issued reports condemning the proposal for lower pay for new workers. In the case of the Mail Handlers, a $2,000 wage boost was also recommended. The panel hearing the Rural Letter Carriers' dispute also called for equalization of pay between rural and urban carriers.

The NALC and APWU waived fact-finding and have met sporadically with the Postal Service to discuss largely non-economic issues.

G.P. Van Arkel dies, retired ITU counsel

Gerhard P. Van Arkel, who protested the Taft-Hartley amendments to the National Labor Relations Act in 1947 by resigning his post as general counsel of the National Labor Relations Board, died Oct. 8 of heart ailments at the Georgetown University Hospital. He was 77.

When President Truman vetoed the Taft-Hartley bill, Van Arkel helped draft the message to Congress explaining the action. When the Republican-controlled Congress overrode the veto, Van Arkel resigned because he felt the effectiveness of the NLRB had been undermined. Truman sent him a message of thanks.

Van Arkel then formed a law partnership with Henry Kaiser, and among his clients was the Typographical Union, which he served as general counsel for 27 years. He also represented a number of other unions.

Van Arkel began his career in a Boston law firm in 1933 and a year later, moved to Washington where he went to work for the Federal Housing Administration. He also worked at the Securities & Exchange Commission before his service with the NLRB. During World War II, he was in the Office of Strategic Services, a predecessor of the Central Intelligence Agency.

Since 1981, he had been of counsel of the firm of Bredhoff & Kaiser.

GOP seeks working control of House

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bother to put up a candidate to oppose him.

Some of the closest elections, as indicated by various political surveys, are listed below. They involve 22 seats now held by Democrats and 11 held by Republicans. It's likely that most of the House changes will take place in these districts. But there are at least as many more House contests in which a relatively small shift of votes could change the anticipated outcome.

Alabama—In the 1st District, which includes Mobile, Republican Jack Edwards is retiring after 10 terms. The GOP candidate is a former Democrat, Sonny Callahan. It's Reagan country, but Democrat Frank McRight has a good chance to win.

The Republican takeover threat is in the Birmingham area 6th District, where two years ago Democrat Ben Erdreich ended 18 years of GOP representation. He compiled the best COPE record in the Alabama delegation. The Republican candidate is former Democrat J. T. Waggoner, who hopes to ride a Reagan tide.

Arkansas—The 2nd District seat in Little Rock is open because incumbent Ed Bethune is the Republican candidate for Senate this year. Colorful and sometimes controversial Sheriff Tommy Robinson, the Democratic candidate, seems to have an edge over a hard-rock conservative Republican, Judy Petty. He supports the Equal Rights Amendment; she opposes it.

California—The 36th District (San Bernardino) will have the third successive contest between 10-term Democrat George E. Brown, Jr., with a 90 percent "right" COPE record, and John Paul Stark, a right-wing Republican. The seat is a U.S. Chamber of Commerce takeover target.

Republicans and the business political action committees have also targeted the Santa Ana area 38th District that Democrat Jerry Patterson has represented for five terms. GOP candidate Robert Dornan, a New Right leader, had previously represented a nearby congressional district.

Colorado—Retirement of Democrat Ray Kogovesk in the Pueblo area 3rd District gives an opening to Republican Michael Stang, a moderate in the legislature but a conservative on the campaign trail. The Democratic candidate, the strongly environmentalist mayor of a resort community, is W Mitchell (the letter "W" is his full first name). Campaigning effectively from a wheelchair, he was the surprise winner in the primary.

Connecticut — Two Democrats face strong re-election challenges. In the 3rd District, New Haven, Bruce A. Morrison is opposed by the Republican he narrowly ousted two years ago, Lawrence J. DeNardis. And in the 5th District, Waterbury-Danbury, three-term Democrat William R. Ratchford is being hard-pressed by Republican legislator John G. Rowland. The Democrats' best takeover hope is in the 6th District, New Britain, where Arthur H. House is trying to deny a second term to Democrat Nancy L. Johnson. Labor is active in all three contests.

Kansas City rally on the eve of the second Presidential debate draws workers, farmers, senior citizens and women's groups to protest Reagan policies that have brought economic disaster to Midwest farm areas.

Delaware—Incumbent Thomas R. Carper would normally be a solid favorite to retain the state's lone congressional district. But he faces a challenge from Elise du Pont, who is the wife of the state's two-term governor. It's close.

Idaho—Reagan's strength in Idaho's 2nd District is the chief hope for incumbent Republican George Hansen, who has been sentenced to a 5-15-month prison term for falsifying financial disclosure forms and was reprimanded by the House. The Democratic candidate is Richard Stallings, a professor who came close two years ago.

Illinois—The best chance of a Democratic pickup is the Champaign-Urbana 19th District represented by Republican Daniel B. Crane (37 "right," 274 "wrong" votes in three terms). Crane was censured for sexual misconduct with a congressional page last year and may be vulnerable to the Democratic challenge of State Rep. Terry L. Bruce.

Other Illinois contests may be close, but former Democratic Congressman Kenneth J. Gray is given an edge to regain the 22nd District seat he had held for 20 years before retiring in 1974 for health reasons. The incumbent, Paul Simon, is the Democratic candidate for the Senate.

Indiana—Reagan's strength here threatens five-term Democrat Philip Sharpe in the Muncie 2nd District and freshman Frank McCloskey in the Evansville 8th District. The Chamber of Commerce has asked business PACS nationwide to rush funds to help Republican challengers Ken MacKenzie and Richard McIntyre. Another business target is to save conservative Republican John Hiller in the South Bend 3rd District from a strong Democrat, Michael P. Barnes.

Iowa—The 5th District seat Democrat Tom Harkin gave up to run for the Senate is being closely contested by two strong candidates, Democrat Jerome Fitzgerald, former state House majority leader, and Republican Jim Lightfoot, who conducted a popular farm radio program.

Kansas—In the Kansas City 3rd District, veteran Republican Larry Winn is retiring. Democrat John Reardon, the mayor of Kansas City, has a good chance. So does Republican State Sen. Jan Meyers, a relative moderate.

Maryland—This is the third rematch in the suburban Baltimore 2nd District between 11-term Democrat Clarence D. Long and Republican Helen Delich Bentley, a former head of the Federal Maritime Commission. Long, who is 75 and has influential seniority in the House, is the target of a national Republican effort.

Massachusetts—Democrat James Shannon would easily have been re-elected, but gave up his seat to run unsuccessfully for Senate nomination. That makes it closer in the Lowell-Lawrence 5th District between Democrat Chester Atkins and Republican Gregory Hyatt. In the South Shore 10th District, the House censure of six-term Democrat Gerry Studds gives an opening to Republican Lewis Crampton.

Mississippi—Republican Webb Franklin very narrowly won in 1982 in the Delta area 2nd District, defeating the bid of Democratic State Rep. Robert G. Clark to become the state's first black congressman in this century. Franklin has the advantage of incumbency, but Clark is helped by redistricting that added black voters.

New Hampshire — Popular Democrat Norman E. D'Amours gave up the 1st District seat to run for the Senate. Conservative Republican Robert C. Smith is running against Dudley Dudley, a woman with a national reputation as a liberal activist and an elected state official.

New Jersey—In the suburban Newark 11th District, as it used to be, Democrat Joseph G. Minish won an 11th term in 1982 with 64 percent of the vote. But a court-ordered redistricting has made his seat vulnerable this year. The challenger is Dean A. Gallo, the Republican leader of the state Assembly.

New York—Moderate Republican Bill Green represents a Democratic constituency in the 15th District, on Manhattan's east side. This year he faces a very strong challenge from Democrat Andrew J. Stein, the borough president of Manhattan.

Democrat Richard Ottinger is retiring in the Westchester County 20th District and his former aide, Oren J. Teicher is running to succeed him. The Republican candidate, a conservative who praises Reagan's policies, is Joseph DioGuardi.

North Carolina—Republican targets are six-timer Ike Andrews in the Raleigh area 4th District and freshman Robin Britt in the Greensboro 6th District. Andrews, a conservative, is opposed by the more conservative William Cobey, Jr. Britt, who has a better Democratic voting record, faces Howard Coble, who beat a more conservative Republican in the primary.

Democrats hope to pick up the Charlotte 9th Ditsrict seat of Republican gubernatorial candidate James G. Martin. The Democratic candidate, no relation, is political newcomer D. G. Martin. His GOP opponent is J. Alex McMillan.

Pennsylvania — In suburban districts around Philadelphia, five-term Democrat Bob Edgar faces another close 7th District election, this time against Curt Weldon. In the 8th District, Peter H. Kostmayer is challenged by David A. Christian. Both Republican contenders are on the Chamber of Commerce "send money" list.

Texas—Two open seats could switch parties. In the Dallas-Fort Worth 6th District, that had been represented by Democrat-turned-Republican Phil Gramm, Democrat Dan Kubiak seems to have an edge over Republican Joe Barton. The other seat is in the Lubbock area 19th District, which conservative Democrat Kent Hance gave up to run unsuccessfully for the Senate nomination. His former legislative aide, Don Richards, is the Democratic candidate and a former aide to Sen. John Tower, Larry Combest, is the Republican.

Utah—The surprise is that a Republican-held open seat in the Salt Lake City 2nd District may be won by a relatively liberal Democrat, former State Sen. Frances Farley. She's holding her own against the Republican, Lt. Gov. David Monson.

'12,000 American workers will never forget...'

The author of the following article was a member of the Professional Air Traffic Controllers. His name has been withheld at his request.

In 1980 I, a union member, voted for Ronald Reagan.

It was a vote based primarily on selfish motives. He had specifically promised, in writing, to improve my profession—if only my union would endorse his candidacy. So I and my fellow air traffic controllers, figuring that Jimmy Carter wasn't interested in helping us, gave the go-ahead to PATCO officials to endorse Mr. Reagan. The rest is history.

Yes, we broke the law by going on strike. I will not even attempt to defend that. Though most people know we were fired en masse, they assume most of us are back at the scopes. They couldn't be more wrong. I personally decided on day one of the strike that I never wanted to return under the existing working conditions anyway, although I know many of my former colleagues would like to shake the specter of blacklisting.

Union-busting is bad enough, but I will never forget nor forgive the Republican Party and particularly Ronald Reagan for what happened afterward. For while Mr. Reagan was publicly praising Solidarity's courage for defying a military regime (in Poland), he was crushing an American union which dared defy him.

Those who did not comply with his 48-hour ultimatum were not only irrevocably fired, but because of deliberate government action, denied unemployment benefits, food stamps, and in some cases, extensions on FHA and VA mortgages. How? Despite the fact that we were fired publicly, state unemployment offices were advised by federal agencies that we had quit; food stamp offices were advised we were on strike; and finally, a written message went to FHA and VA mortgage lenders that ex-controllers had been fired for cause and should not be granted extensions.

Private sector employers were not the answer either. Most were either caught up in the officially sponsored hatred, or believed the controllers would be rehired after the smoke cleared. Though legal action reversed some of the vindictiveness, the intent was clear—economic capital punishment—total and complete.

The majority of PATCO members had received their training in the military and were Vietnam era veterans. Perhaps that's why the questionnaires which arrived in March 1982 were particularly infuriating.

Those who recall the 1950s should recognize the wording of the first question: "Are you now, or have you ever been, a member of PATCO?" The 34 questions, which government lawyers warned us to answer at the risk of forfeiting our cases, demanded the where, when, why, attendance, and subjects discussed at union meetings. In one of the few court decisions that went our way, 23 of the questions were later ruled unconstitutional.

On Dec. 9, 1981, in response to pressure from some who asked that the fired controllers be re-employed for Christmas, Mr. Reagan stated that fired controllers could apply for any other federal job for which they were qualified. It was a cruel hoax. Those who applied to agencies they had previously worked for were told they'd have to pass a "suitability review" which could take months to complete. In fact, several who had been rehired in the postal system were subsequently dismissed. Suitability, of course, was based on whether or not they'd been active union members.

Because Ronald Reagan comes across as a nice guy, some want to forget PATCO ever happened. Maybe even Reagan's forgotten. Nearly 12,000 American workers will never forget.

Rejected by Congress

Reagan's deficit 'plan' looks for deeper cuts

President Reagan's "plan" to reduce the federal deficit if he wins a second term is no longer secret. In includes deep cuts in social security, reductions in education programs, further slashes in food stamps, housing and other forms of low-income assistance, and an end to operating funds for mass transit systems.

That's the conclusion of congressional Democrats who took Reagan at his word when he responded to a question about his second-term plans for bringing down the deficit.

"Take a look at the budgets I've already submitted and look at the cuts that I've asked for and was not given," the President responded.

The Democratic Study Group, an organization of most House Democrats, did just that.

Congress went along with many of the cutbacks Reagan had sought, especially during the first two years of his term. But even congressional conservatives balked at some of White House requests.

The President's original proposals for social security benefit reductions were among the rejected proposals, the DSG noted. Cutbacks sought in health services, including but not limited to Medicare and Medicaid, were heavier than Congress was willing to approve.

Program cuts

Congress made some cuts in supplementary security income—the program for the elderly needy, blind or disabled—but not by the $1.5 billion sought by the President.

Congress balked also at various Administration proposals that would have eliminated the special milk program and summer food program for school children, ended nutrition assistance for family day care programs, and required parents seeking free or reduced-price school lunches for their children to apply at local welfare offices.

Environmental cuts sought would have reduced funding for water pollution cleanup efforts by 62 percent in constant dollars from 1979 levels, the DSG noted.

Even if all of the rejected budget cuts were made by the new Congress, the DSG report concluded, Reagan's opposition to tax increases and insistence on a big rise in military spending would leave the budget deficit virtually intact. Under those circumstances, it said, "a second Reagan Administration will have to go beyond the draconian cuts proposed over the past four years in order to make a significant dent in the deficit."

Reagan commercial

The Reagan campaign has hammered hard at the assertion by Democratic presidential candidate Walter Mondale that a tax increase will be inevitable to bring the deficit under control, no matter who wins the presidency. One of its often-repeated television commercials claims the Democrats are proposing a tax increase of $157 a month for the average American family.

But the DSG notes that the television spot was first aired six days before Mondale unveiled his deficit-reduction plan, and the $157-a-month figure "bears no resemblance" to anything proposed by Mondale. Households with incomes of $30,000 a year would pay $8-a-month more. Only families with incomes over $100,000 would come near the tax increase cited by the Republicans.

City government bargaining units upheld in Chicago

Chicago—Certification of union representation elections covering 10,000 of the city government's white-collar employees became final as court challenges were exhausted.

The elections were held last June in five units, four of which chose representation by the State, County & Municipal Employees. The fifth unit, including crossing guards and civilian police dispatchers, was won jointly by the Electrical Workers and the Service Employees.

Units that chose AFSCME included some 4,200 administrative and clerical workers, 1,700 human service and inspection workers, 1,500 professionals and 700 library workers.

Chicago locals of the Laborers and the Teamsters had challenged the elections unsuccessfully in the Cook County Circuit Court and the Illinois appellate court. The Laborers had also sought review by the state Supreme Court. They challenged the makeup of the bargaining units and contended that the Illinois Public Labor Relations Act, which went into effect in July, had pre-empted action by the city. Earlier, Mayor Harold Washington had granted recognition to a coalition of 45 unions representing various groups of blue-collar workers.

Democratic Vice Presidential nominee Geraldine Ferraro campaigns in her home district in Queens, N.Y., with Thomas Manton, who is running for the congressional seat she is vacating.

AFL-CIO President Lane Kirkland greets Carpenters' volunteers staffing a phone bank at the Philadelphia AFL-CIO.

All-out labor effort spurs Mondale's catch-up drive

Continued from Page 1

women . . . a vote to ship your plant and your job overseas . . . to cut prevailing wages . . . and to bust unions," Kirkland said in city after city. That's "the message we must get across to our members," he urged.

The common denominator of the AFL-CIO meetings was enthusiasm, a determination to turn the presidential campaign around and to elect a Congress responsive to worker interests.

The acceleration of the campaign was visible almost day-by-day, and the Chicago meeting was a highlight. Plumbers Hall, on Chicago's West Side was jammed to capacity—1,800 local union leaders, by one paper's estimate. They represented the full range of the metropolitan area's trade union membership — blue-collar, white-collar, service trades, teachers and other professionals.

Mondale's stepped-up campaign was an effort to take full advantage of the improved public perception of the Democratic challenger after the two presidential debates.

The first debate had such a powerful impact in showing President Reagan at his worst that a generally acknowledged victory by Mondale in the follow-up foreign policy debate was seen as a comeback by Reagan because he didn't look or sound as bad.

In a post-debate episode, however, a Mondale barb sunk in and Reagan entangled himself still further trying to explain it away.

Letter to Nixon

Reagan has frequently quoted President John F. Kennedy in his campaign speeches, as part of a calculated effort to woo traditional Democratic voters to the Republican fold. He continued to do so even after it was revealed that Reagan headed a campaign committee for Nixon during the 1960 presidential election in which he ran against Kennedy.

Mondale then came up with a copy of a handwritten letter which Reagan wrote to Nixon during that campaign, likening Kennedy's program to the principles of Karl Marx and Adolf Hitler.

Reagan told reporters the next day that he considers what he wrote in 1960 to be "a good letter . . . explaining my philosophy." But Kennedy as President was a source of "some wonderful quotes," Reagan explained.

The AFL-CIO has sent COPE-prepared "one-on-one" guides for local union leadership to affiliated unions, and Kirkland pressed the program at meetings sponsored by central labor councils and area unions along the Solidarity Van's nine-state route.

The second week of the motorized version of a whistle-stop tour took Kirkland to Akron, Cleveland, Sandusky and Toledo in Ohio; to Detroit and its environs, Lansing and Grand Rapids, Mich., into Chicago, Rock Island and Rockford, Ill., with a scheduled final day in Kenosha and Milwaukee, Wis. Kirkland will be making get-out-the-vote forays to other locations in the final days of the campaign.

Key participation

Candidates for the House and Senate took part in many of the AFL-CIO meetings. The Solidarity Van's itinerary was drawn up to touch as many as possible congressional districts where the turnout by AFL-CIO members could be decisive.

The men and women Kirkland spoke to are the cadres of the one-on-one campaign —for the most part, jobsite leaders who have the respect of their fellow workers and are able to translate the election message into the issues of most direct concern to their fellow union members.

I.S. Falk dies at 85, social security pioneer

New Haven, Conn.—Isidore S. Falk, a pioneer in the effort to achieve social security and the continuing campaign for national health insurance, died Oct. 4 following a stroke. He was 85.

Falk served as research director of the Social Security Administration under Presidents Roosevelt and Truman. In addition to his work as a health care consultant, he was a professor at Yale University.

He had also been a health care consultant to the Steelworkers, and chaired the technical subcommittee of the Committee on National Health Insurance.

Reagan vetoes public broadcast funds

President Reagan's second veto of funding legislation for public radio and television is "appalling, but not surprising," the AFL-CIO Dept. for Professional Employees said.

"Public broadcasting has been on this Administration's hit list since it first took office," DPE Director Jack Golodner said. The "real question" now, he suggested, is whether public broadcasting will survive as Congress intended if Reagan is re-elected.

After Reagan vetoed an earlier bill authorizing funds for the Corporation for Public Broadcasting, Sen. Barry Goldwater (R-Ariz.) sought to work with the White House for approval of a lower level of funding. Goldwater has been a strong supporter of the program.

A compromise authorizing $775 million over three years—a cut of $145 million from the vetoed bill—passed the Senate unanimously before adjournment and was approved by the House, 308-86.

After Congress adjourned, when no override effort could be made, Reagan vetoed that bill as well.

Kirkland: 'Reach out to our members'

The following is the basic speech text containing AFL-CIO President Lane Kirkland's message to local union leaders in his pre-election tour to help mobilize labor's get-out-the-vote drive among union members.

I want to thank all of you for coming out to meet us. Before our trip is over, we will have been at dozens of meetings like this in nine states.

We are here to urge each and every one of you to make the maximum effort between now and election day to mobilize your members on behalf of Fritz Mondale and Geraldine Ferraro and your COPE-endorsed congressional candidates.

I don't have to tell you what this election means to the trade union movement—and to working people in general. You have to go back a long way—to the days of Hoover, Coolidge and Harding—to find an Administration as hostile to labor as Ronald Reagan's.

Misplaced talents

Reagan is a man whose God-given talents could have been placed—as they were for a little while in his youth (before Death Valley Days)—in the service of the less fortunate in life, on behalf of hard-pressed plain people. But this is a man who sold his talents out, many years ago, to the forces of greed and privilege.

This is a man whose cynical exploitation of the most lofty ideals of the human spirit goes beyond mere hypocrisy.

This is a man who appeals to patriotism for the benefit of those business and banking interests who would sell their own country out for an easy ruble, or a peso, or a yen; who don't care what flag flies over their plants and ships; who are as loyal to the flags of Liberia or Saudi Arabia, or to the Rising Sun, as to the Stars and Stripes. Republican patriotism, Republican jobs, and Republican flags are all made in Taiwan.

This is a man who callously invokes religion in the service of the agents of bigotry and intolerance and in the denial of the hopes and needs of the underprivileged and the poor in spirit, the subjects of the Sermon on the Mount.

But if Fritz Mondale is elected, we shall have in the White House a tried and proven friend of labor, someone who understands and identifies with the problems of working people. We would have someone in the White House we could work with, who would listen to our concerns and judge them fairly in the broad public interest, who believes that working people have a right to a voice in the economic and political life of the nation.

But if Ronald Reagan is re-elected, we will continue to have, behind the rosy image, a White House controlled by cold and faceless manipulators, dedicated to the single proposition that government of the rich, by the rich, and for the rich shall remain firmly planted in the saddle, while the nation fades into the sunset of the closing scene of his last performance.

The message we must get across to our members is a very simple, obvious but powerful one: A vote for Ronald Reagan is a vote for the worst enemies of working men and women.

Ultra-rightists

A vote for Ronald Reagan is a vote for the right-to-workers and the scab-herders of the Associated Building Contractors and the professional union-busters to whom he has turned over control of the Labor Dept. and the NLRB, lock, stock and barrel.

A vote for Ronald Reagan is a vote to ship your plant and your job overseas in search of the weakest, the cheapest, and the most exploited labor in the world.

A vote for Ronald Reagan is a vote to tax all your fringe benefits and to cut your mother's and father's Medicare rights.

A vote for Ronald Reagan is a vote to cut prevailing wages, even the minimum wage, and to bust unions and blacklist workers, as he himself did, to set an example for employers at large.

A vote for Ronald Reagan is a vote for the likes of his best buddy, Joe Coors, a member of his kitchen cabinet, who instructs him in the art of union-busting and who likes to keep his own employees strapped to lie detectors.

Speaking of lie detectors, we have a member of the Cabinet, the Secretary of Labor—at least he was still there when I left Washington—who felt compelled to submit himself to a lie detector test. But I can tell you, from my own personal experience with this man, that he has nothing to fear from a lie detector. He doesn't sweat when he lies.

I don't share the view now being expressed by many journalists that Ronald Reagan's problem is one of age. Reagan's philosophy and policies would be just as bad, just as dangerous to working people, if he were 30 years younger. On the contrary, the trouble with his responses to questions and issues is not that they show age. All of us were taught to respect age and to believe that it brought wisdom. But wisdom passed him by completely.

After all, this is a man who enjoys playing with notions of Armageddon and the imminent destruction of the human species; a man who truly believes that trees are the major cause of pollution; a man who in 1960 claimed that J. F. Kennedy's ideas came from Karl Marx and Adolf Hitler.

In some ways, Reagan is the youngest candidate—because he has some unused vital parts, especially his heart, which has very, very low mileage on it.

Now we can understand why Mr. Reagan's managers keep him in protective custody and are afraid to let him out without keepers to shield him from hard questions. That isn't Teflon after all—but Styrofoam they keep him packed in so he won't break.

Mr. Reagan knows that most Americans do not agree with him on the vital issues, that they do not buy the Republican platform that he and Rev. Jerry Falwell put together. But he believes he can mesmerize the American people with a flood of visual effects—a sea of balloons and waving flags; misty commercials oozing with nostalgia for a mythical past that never was, and promising us a future of cost-free, painless bliss that never will be.

TV impact

The theory of his campaign is that television has turned the American mind into mush, that we are no longer capable of distinguishing between fantasy and reality.

But Fritz Mondale is out there leveling with the American people. He is telling them the sober truth—and exactly what he proposes to do about it. That's the highest tribute a political leader can pay to the intelligence and good judgment of the citizens of a democracy. That's the difference between real leadership and phony showmanship. It's the difference between trusting the people and fearing the people.

We have seen that difference in the debates. Fritz Mondale has shown that he—and not Reagan—has the knowledge, the clear-headedness, and the qualities of leadership required for the presidency of the United States of America.

In the first debate, tens of millions of Americans saw Fritz expose Reagan's hypocrisy on the social security issue, as one example. Four years ago, Reagan said he would not touch social security. Then he tried to cut it by 25 percent. Then he said in the debate that he would not cut benefits for current recipients. Then, as Fritz hammered away, he said he wouldn't cut it for future recipients.

You know, presidents have come a long way since George Washington. As you remember from your school primers, George Washington couldn't tell a lie. Richard Nixon couldn't tell the truth. Now we have Ronald Reagan who can't tell the difference.

In their second debate, we saw Fritz speak seriously to the urgent problems of foreign policy and national defense, while Mr. Reagan disappeared in a time capsule.

Reagan talked about giving the Soviet Union a trillion-dollar Star Wars technology that can't be developed, if ever, until most of us are dead. And in his closing remarks he reminisced about a letter he placed in a time capsule to be opened a hundred years from now.

When Fritz pulled him back to the here and now, Reagan revealed his greatest talent—the art of evasion and ducking responsibility.

At the Philadelphia stop on the Solidarity Van tour, AFL-CIO President Lane Kirkland talks with local union members and officers.

He didn't make the decision to place the Marines in the deadly, defenseless barracks in Lebanon—that was done by a local commander.

He was not responsible for that CIA manual prescribing assassinations and kidnappings and the recruitment of criminals in Nicaragua—that was done by a CIA subcontractor.

If you thought you felt an earth tremor during the debate, that was Harry Truman spinning in his grave. Harry Truman's motto was "The buck stops here." Mr. Reagan's motto: "The buck went thataway."

Reagan had the colossal gall to use Harry Truman's railcar to whistle-stop Ohio—in what Fritz Mondale aptly called "the Great Train Robbery."

Mr. Reagan may hijack Harry Truman's railcar for his show-biz campaign, but he can never measure up to Harry Truman as Commander-in-Chief.

We've got a great vice presidential candidate in Geraldine Ferraro. She, too, understands the problems of working people. Her mother was a member of the International Ladies' Garment Workers Union, and Gerry herself was a shop steward for the American Federation of Teachers.

It's time we had a shop steward in the office of the vice presidency.

In her debate with George Bush, Geraldine Ferraro more than held her own. In fact, she got George Bush a little hysterical. He almost lost control of himself—gushing about his unlimited loyalty to the President and his boundless awe of Mr. Reagan's intellectual prowess and command of the issues.

'Rumpies'

Mr. Bush represents a rising new political force on the American scene. I call them Republican upwardly mobile professionals—in other words, Rumpies. The distinguishing characteristic of Rumpies is that, with regard to the rump, they kick it when it is down and kiss it when it is up.

Now, since his debates with Reagan, many more of our people understand why we were for Mondale from the beginning—because he's a fighter and he's on our side. Now they should know for sure that a vote for Fritz Mondale is a vote to keep their jobs here in America, with opportunities for young people to do something better with their lives than push hamburgers and Chicken McNuggets.

This year we are running a $130 billion trade deficit—four times what it was when Ronald Reagan took office. That translates into three million lost jobs.

That is a precise measurement of the jobs and hopes and dreams and strength that are being drained from America and disbursed around the world.

We are not talking about part-time jobs, minimum wage jobs, casual jobs, or dead-end jobs. We are talking about the good jobs that form the foundation and avenues of opportunity for the working middle class of this country. Last month alone, during Mr. Reagan's so-called recovery, we lost 125,000 manufacturing jobs.

Make no mistake about it. There is an international trade war being waged against the United States—and we are losing it. We are losing it because this Administration has not only surrendered, it has unilaterally disarmed America. In fact, it is collaborating with the enemy. In that war, Ronald Reagan's financial supporters and cheerleaders constitute a fifth column, undermining American jobs, month after month.

Turn it around

A vote for Fritz Mondale is a vote to turn this around. A vote for Fritz Mondale is a vote for fair play and a fighting chance for women, minorities, and for everyone who depends upon a job for a living, for dignity, and for respect.

The way to win this election is to go one-on-one with those of our members who haven't yet made this connection between the meaning of their vote and their most vital concerns.

I'm sure most of you have heard the line that for a working man or woman to vote for Reagan is like a chicken voting for Colonel Sanders.

To some small extent, it's understandable. Colonel Sanders seems like such a kind and trustworthy old gentleman, who puts out a lot of corn, that there might actually be some foolish chickens who would consider voting for him.

But not if they are well-informed.

And it is our duty to do our best to keep our members out of Reagan's frying pan, by informing them of his record and intentions.

Of course, we need phone banks and letters. We need to hit the issues hard in our union publications. But we need something even more direct—face-to-face discussions with your members.

I want to urge every local union officer, every shop steward, every business agent, every union activist, every COPE committee member to make a direct one-on-one approach to as many union members as you can reach. If a member has reservations or questions about our position, we need to answer them. We need feedback and real discussion.

Building solidarity

The value of this approach goes beyond this election. It will help you to build the solidarity of the labor movement at every level—and that will pay off in many ways far into the future, I guarantee you.

Millions of voters will be making their decision in the closing days of the campaign.

The Mondale campaign is gaining force and spirit and support.

I am convinced that if we reach out to our rank and file, talking the issues and using all of the skills and tools that give our movement its strength—if we give it the very best we have got in us—we can and we will win in November.

We opened this meeting, as we open all union meetings, with the pledge of allegiance to the flag. And, we take that pledge seriously. Think about it when you vote—particularly those key words, "Liberty and justice for *all*." That is what this election is all about.

EDITORIALS

The Bosses' Boy

THE CHAIRMAN of the National Labor Relations Board, Donald L. Dotson, has his critics. Quite a few of them, actually, including just about everyone who has ever sat on the union side of a bargaining table. So it is only fair to note that he has some defenders also.

As a management lawyer, before he came to Washington to help out the Reagan Administration, Mr. Dotson had written of collective bargaining in connection with "the destruction of individual freedom and the destruction of the marketplace as the mechanism for determining the value of labor."

Not too surprisingly, the trade union movement wasn't exactly overjoyed when Dotson was put in charge of enforcing the federal law which declares it to be the policy of the United States "to encourage the practice and procedure of collective bargaining" and to protect workers in the exercise of their rights.

These forebodings were reinforced by the stream of anti-labor decisions and policy reversals by Dotson and other Reagan appointees to the NLRB.

But there are those who appreciate Dotson's efforts.

WITH SOME helping funds from an arm of the National Right to Work Committee, Campbell University in North Carolina has created two scholarships in labor relations named after Dotson. That called, of course, for congratulations, and both the Chamber of Commerce and the National Association of Manufacturers were effusive in their praise.

The NAM's senior vice president, Lee Hamilton, said the NLRB under Dotson "has begun the important task of restoring balance to the nation's labor laws."

Chamber of Commerce President Richard Lesher's "Dear Don" letter was even warmer.

"Your efforts and the efforts of the other Board appointees of President Reagan," Lesher wrote, "have created a dramatic shift" from the previous "pro-labor philosophies."

Lesher said he had praised Dotson's performance in a letter to President Reagan. "Once again, the National Labor Relations Act is being administered in a fair and balanced manner," the Chamber of Commerce president applauded.

Indeed, Dotson and the other Reagan appointees deserve all the praise the NAM and the Chamber so generously bestow.

The Gompers Creed

THE ELECTION CREED of Samuel Gompers, that organized labor should reward its friends and punish its enemies, is as valid in 1984 as it was in 1904.

Even in the early days of the trade union movement, Congress and the state legislatures were extensions of the bargaining table in terms of worker concerns. The prototype for today's battle over occupational health and safety standards was yesteryear's campaign for factory safety laws. The historic battle to amend the antitrust law so that a strike or boycott couldn't be ruled an illegal conspiracy in restraint of trade had its parallel this year in the successful effort to stop the federal bankruptcy law from being twisted into a weapon against unions.

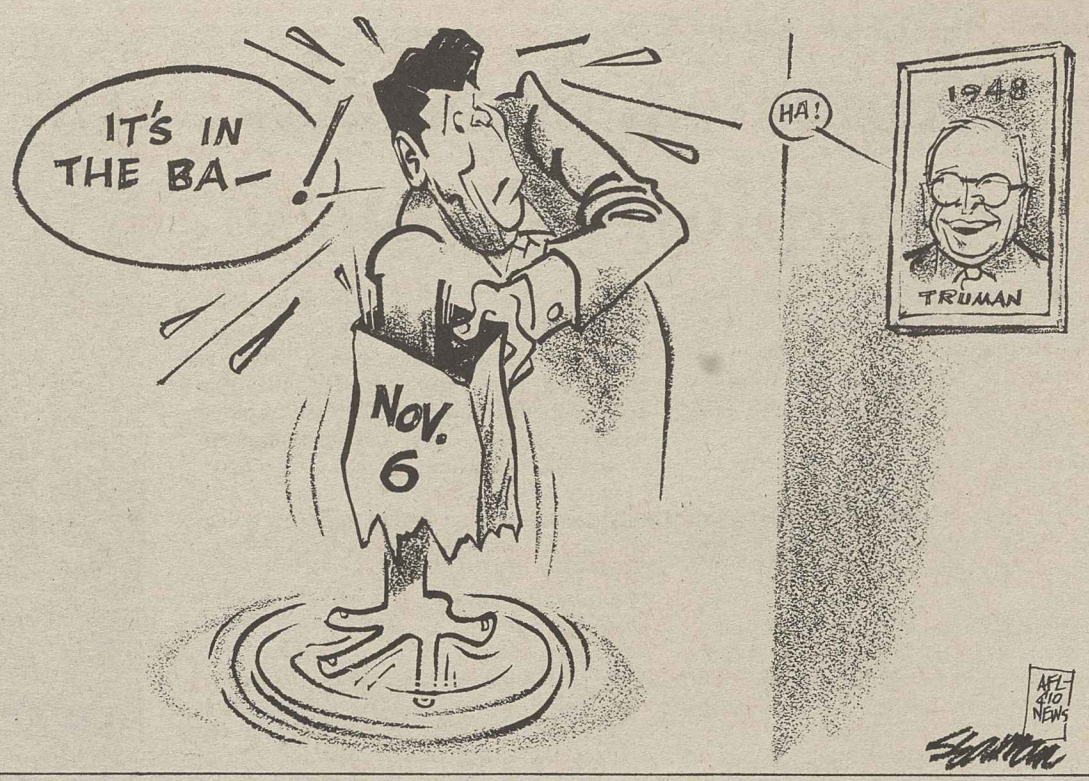
Does anyone seriously doubt that unions should be concerned about such issues? Indeed, they would be shortchanging their members if they were not.

Should a union then take the logical next step and let its members know which of their representatives in Congress and the legislatures have acted on their behalf, and which have not? Should it seek to identify and support those candidates for public office most responsive to the legitimate concerns of workers?

Indeed, a union would be derelict if it did not do so.

The congressional voting records distributed with the last issue of the AFL-CIO News represent the documentation for the political endorsements the trade union movement has made.

How else can we reward our friends and punish our enemies?



Washington Window

Future of Medicare tied to Presidential contest

By Press Associates, Inc.

A memorable moment of the Presidential debate on domestic issues occurred when Democratic candidate Walter Mondale charged that President Ronald Reagan would raise taxes in a second term. Reagan retorted with his famous 1980 debate line to Jimmy Carter, "There you go again."

Mondale reminded the President that "the last time you said that" was when Carter charged that Reagan, if elected, would try to cut the Medicare program. "When you say, 'There you go again,' people remember that," Mondale said, recalling that Reagan had "tried to cut $20 billion" from Medicare.

Reagan claimed that he "never proposed any $20 billion should come out of Medicare," but the fact is that in 1983 he did propose roughly this amount of Medicare benefit reductions and out-of-pocket payment increases. This was one of several serious misstatements by Reagan during that debate which contributed to growing doubts about his competence and credibility.

On Medicare, Reagan said that "something is going to have to be done in the next several years to make it fiscally sound." That "something" most likely will be deeper cuts in this vital health program for the elderly if Reagan is re-elected.

Pledge to help

Mondale, on the other hand, pointed out that he had "fought for social security and Medicare and for things to help people who are vulnerable all my life, and I will do it as President of the United States."

While Mondale agrees with Reagan that action is needed to shore up Medicare financially, his solution is very different from the President's. Mondale advocates the medical cost containment approach as the fairest alternative to either Medicare cutbacks or tax increases.

This approach is embodied in the Health Care Cost Control & Medicare Solvency bill introduced in the past session of Congress by Sen. Edward M. Kennedy (D-Mass.) and Rep. Richard A. Gephardt (D-Mo.).

Medical costs have risen at two to three times the general inflation rate for more than a decade and are heading the Medicare trust fund for insolvency. The latest government estimates show Medicare payments will begin to exceed revenues by 1991 if nothing is done.

The Kennedy-Gephardt proposal would go to the root of the problem by controlling hospital and physician charges, keeping them near the overall rate of inflation.

Cost control approach

The comprehensive, across-the-board cost control approach contained in Kennedy-Gephardt is needed. Otherwise the alternative could be something like the proposals of Reagan's Social Security Advisory Council. That conservative-dominated panel last March recommended that Medicare be kept solvent by raising the eligibility age from 65 to 67, by taxing employer-paid health insurance benefits, and by increasing beneficiaries' out-of-pocket costs.

On Sept. 13, "Senior Health Action Day," senior citizens in 90 cities marched, rallied and registered voters. They called on both major parties to do the following: Cap doctors' Medicare charges; hold down out-of-pocket costs for Medicare recipients; plan health cost containment across-the-board; use lower costs to save Medicare without cutting benefits; and maintain funding levels for the Medicaid program for low-income people.

In late August, the National Council of Senior Citizens had sent these five key health questions to the Reagan and the Mondale campaign headquarters. Mondale responded affirmatively to all five questions. The Reagan campaign did not respond at all.

The 1984 election stakes are high, not only for Medicare's 28 million beneficiaries, but for all consumers of medical care, for the financial health of Medicare, and for every taxpayer.

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Labor lawyer charges

'Pirates' steer NLRB on employers' course

Dallas—A union attorney jolted a legal seminar here with a gloves-off indictment of the Reagan-appointed "pirates" who took over the National Labor Relations Board and are steering it on an anti-worker course.

Laurence J. Cohen, who represents several AFL-CIO affiliates and is general counsel of the Building & Construction Trades Dept., backed up his charge with a case-by-case analysis of major policy reversals.

The NLRB's change of direction is more than a mere "swing of a political pendulum" after an election, Cohen told the Southwestern Legal Foundation's annual Institute on Labor Law. He said the Reagan appointees are "fundamentally at odds" with the intent of the law they are supposed to enforce.

The stated purpose of the National Labor Relations Act, Cohen quoted, is to "encourage" collective bargaining and "protect" the right of workers to organize "for the purpose of negotiating the terms and conditions of their employment."

But since the Reagan "gang of three" became the majority on the NLRB last year, there has been "a wholesale assault on employee protections and union rights," he declared. The new majority has been "methodically scuttling" the law and setting the stage for a return to the "economic warfare" of 50 years ago, Cohen charged.

Policy link

Among the policy reversals cited by Cohen were several which lessened the legal obligation of employers to bargain with their workers.

In one, known as Milwaukee Springs, the three Reagan appointees held that it is no longer an unfair labor practice for an employer to lay off workers in a plant where their union had refused to accept a mid-contract pay cut and then transfer their work to a plant where wage rates were lower because the workers weren't represented by a union.

The lone holdover from the pre-Reagan NLRB, Don A. Zimmerman, dissented. He was the only dissenter, also, in another policy reversal cited by Cohen as an example of reducing protections for employees.

In that case, Myers Industries, the employer was allowed to fire a worker for refusing to drive a truck with malfunctioning brakes and reporting the unsafe equipment to state inspectors.

Even though at least one other worker had protested unsafe equipment, the firing was upheld because the board concluded that the driver hadn't been engaged in "concerted action" with other employees.

That decision reversed a 1975 precedent holding that it is concerted action within the law's protection when action taken by a single employee involves "matters of great and continuing concern for all within the workforce."

Cohen noted that the doctrine overturned by the Reagan board had been established unanimously by an NLRB panel with a Republican majority.

Another case Cohen cited, Rossmore House, also reversed a Republican-appointed board and held that an employer was free to interrogate a known supporter of the union during an organizing drive. Previously, interrogation of any worker was considered an unfair labor practice.

Double standard

Under Reagan, the NLRB has adopted a double standard on "threats" by strikers and employers, Cohen noted. The board said an employer can refuse to hire a striker who voices threats against a non-striker, even if there is no physical violence or even threatening gestures. But an employer's threat to fire workers is excused by the NLRB as merely part of the "banter and bluster of negotiations."

Analysis of the NLRB's recent decisions reveal these trends, Cohen said:

- "If the case presents a conflict between an employer's freedom to manage its business and the union's right to bargain, the employer wins.
- "If the conflict is between the employer's right to control the workplace and the rights of individual employees, the employer wins again.
- "But if the conflict is between the rights of the union and its members to act collectively, and the rights of individual employees to refrain from collective action, individual rights are suddenly paramount."

Policy reversals by the NLRB under its present chairman, Donald Dotson, go much further than reversing the labor board majority of Chairman John Fanning, who held office from 1977 to 1981, Cohen noted. Fanning board decisions represented only eight of the 17 major precedents reversed by the Reagan-appointed majority.

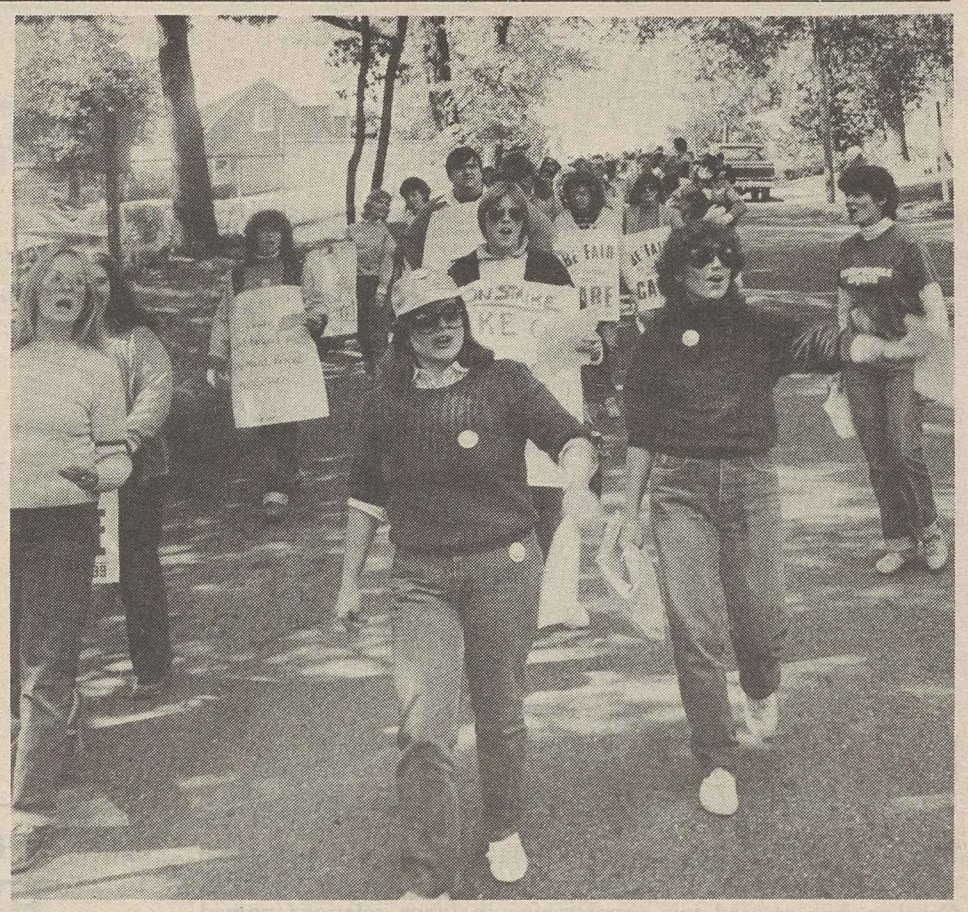
Findings of labor law violations against employers dropped sharply under the Reagan-appointed board compared with both the Democratic and Republican predecessor majorities, Cohen noted. But, at the same time, findings of violation by unions increased.

Employer bias

In representation cases, the NLRB headed by Republican Betty Murphy upheld the employer position in only 36 percent of cases. But the present NLRB has backed the employer on 75 percent of such cases.

"What we are witnessing," Cohen charged, "is not the swing of a political pendulum, but the wielding of a biased bludgeon. The record reveals a one-sided, result-oriented approach to labor-management relations by the Reagan-Dotson board."

The bias is so pronounced, Cohen said, that he and a number of other attorneys representing unions have advised their clients to avoid NLRB procedures whenever possible, "even if statutory rights have been violated."



Nurses who care

To dramatize the link between decent working conditions and quality care, nurses on strike against Norwalk (Conn.) Hospital march through their community urging public support for their walkout. The registered nurses, members of the Hospital & Health Care Employees, struck the 425-bed hospital Oct. 1 after management turned away their proposals for modest wage and benefit improvements. The nurses say better conditions are vital for the hospital to be able to recruit and retain a high quality nursing staff.

Defense contractors found gouging U.S. on labor costs

An Air Force study finding blatant price-gouging by military contractors provides "just another example of where this Administration could make cuts in defense, rather than social programs," Machinists President William W. Winpisinger declared.

The study, presented Oct. 10 to the congressional Joint Economic Committee's finance subcommittee, showed that some contractors were charging the government as much as 20 times their labor costs.

A. Ernest Fitzgerald, the noted Pentagon "whistle-blower" who now serves the Defense Dept. as deputy to the Assistant Air Force Secretary for financial management, told the panel that from $30 billion to $50 billion of the Pentagon's $100 billion annual procurement budget could be saved by tightening up cost procedures.

"We all know that military contractors have had statutory profit limitations removed," Winpisinger noted. "The prices they charge taxpayers for nuts and bolts and spare parts have become a multi-billion dollar scandal—10-cent Allen wrenches for $9,000, penny washers for $100 each. The list is virtually endless."

The IAM, Auto Workers, and the AFL-CIO Industrial Union Dept. have drawn attention to contractor "gouging" recently, putting the spotlight on firms such as General Dynamics Corp., and Litton Industries, Inc.

Fitzgerald's study, requested by Sen. William Proxmire (D-Wis.), chairman of the Senate finance subcommittee, surveyed the pricing practices of six of the top 10 American military contractors. The results showed that on some major weapons projects the final hourly cost to the government ranged from about seven to nearly 20 times the cost of labor to the contractor.

The companies cited in the report are General Dynamics, General Elecric, Rockwell International, Lockheed, Boeing and the Pratt & Whitney division of United Technologies.

Workers' pay

"The Pentagon's response to such ripoffs has been to clamp down on workers' wages or, as they did in our last round of aerospace negotiations, jump over to the employer side of the table and contribute further to the power imbalance that already exists," Winpisinger stressed.

"Our employer contractors literally steal millions, and they call that providing for the national defense. If we get a dime an hour increase they call us greedy and unpatriotic."

Earlier this year, UAW President Owen Bieber charged General Dynamics Corp.'s Electric Boat Division with "massive ripoffs" of taxpayers in its defense contracting practices, billing the government $7,417 for three-inch pieces of wire worth less than 3 cents, for example.

Bieber pointed to statements by a company official indicating that the company was unconcerned about high costs because it can pass on the charges to the federal government as "material" on a cost-plus basis.

The IUD organized a campaign to call public attention to the contracting practices and anti-labor policies of Litton Industries even before that.

In his testimony, Fitzgerald told the Senate subcommittee that Pratt & Whitney's cost of a "standard hour" of labor on its TF-30 aircraft engines was found to be about $10. Standard hour is an industrial engineering measurement of what a trained worker with good tools and proper supervision can accomplish.

But Fitzgerald's study showed that by the time Pratt & Whitney added on costs, such as overhead and administration, as well as 13-percent profit, the hourly price to the government reached about $195.

3.5% COLA set for social security

The nation's 37 million social security beneficiaries will get a cost-of-living raise of 3.5 percent in January based on the government's inflation index, the Social Security Administration announced.

The adjustment is tied to the rise in the Consumer Price Index from September 1983 to September 1984, and the percentage increase is the same as last year.

AFL-CIO Social Security Director Bert Seidman pointed out that the 3.5 percent COLA is automatically provided for by law and requires no special action by either Congress or the Administration to take effect. Social Security has been indexed in the CPI since 1975.

Most recipients will see the increase in checks delivered Jan. 3, while recipients of supplemental security income will have it in their checks delivered Dec. 31.

Also scheduled to go up automatically on Jan. 1 is the amount of wages subject to social security tax, from the current maximum of $37,800 to $39,600. Less than eight percent of the work force who earn more than the current maximum will be affected.

Typical increase

Social security COLA will put about $15 more in the typical recipient's monthly check in 1985, from $434 a month to $449. A retired couple now getting $750 will get $776 a month.

Increases will be rounded to the nearest whole dollar, the agency said.

While this year employees were taxed at an effective rate of 6.7 percent and employers at 7 percent under changes enacted in 1977, next year both will pay 7.05 percent. For a worker earning $25,000, the increase will be about $88 over the year.

The maximum social security tax taken from checks in the highest bracket will go up $259 to $2,791.80.

Workers paying higher social security taxes because of the increase in the wage base will get higher benefits in the future.

The amount a worker must earn to qualify for coverage in a quarter will go from $390 to $410.

Beneficiaries may also earn more next year without having their checks offset. For recipients under age 65, the maximum will go from $5,160 to $5,400 and for those 65-69, from $6,960 to $7,320. There is no offset against earnings for persons 70 or older.

Voter turnout gets top priority

Labor effort enlists army of volunteers

AFL-CIO news
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SATURDAY
NOVEMBER 3, 1984

By David L. Perlman

Organized labor's top priority until the polls close on Election Day is a get-out-the-vote campaign among union members and their families.

It has enlisted an army of concerned and enthusiastic volunteers, more than a quarter-million by COPE estimates.

Their concern is the risk of "four more years" of a Reagan-Bush Administration, the threat of a Congress subservient to right-wing and business pressures, and the hazards posed by state governments dominated by labor's foes.

The enthusiasm grew from a late autumn flowering of the presidential campaign as Walter Mondale and Geraldine Ferraro took their case to the people. In an era when political messages are supposedly delivered through 30-second television commercials, huge crowds have been turning out to see and hear the candidates in person.

Campaign traditions

For the Democratic candidates, the campaign's final week included two great traditions of American politics—an evening torchlight parade in Chicago and a mammoth noon rally in New York's garment district.

The trade union press and direct mailings to the homes of members by their own unions and labor's central bodies have carried and explained the AFL-CIO's endorsements. Typical was the pre-election mailing sent by the California AFL-CIO to nearly a million registered voters who are members of affiliated unions.

All of the mailings carried the Mondale-Ferraro presidential campaign message, and 15 regional editions covered COPE recommendations in 45 congressional districts, 100 state legislative contests and 17 state ballot propositions.

The coverage has been equally thorough in smaller states, and the cadre of volunteers that started working in support of Mondale back in last spring's primaries has been multiplied as the election deadline nears.

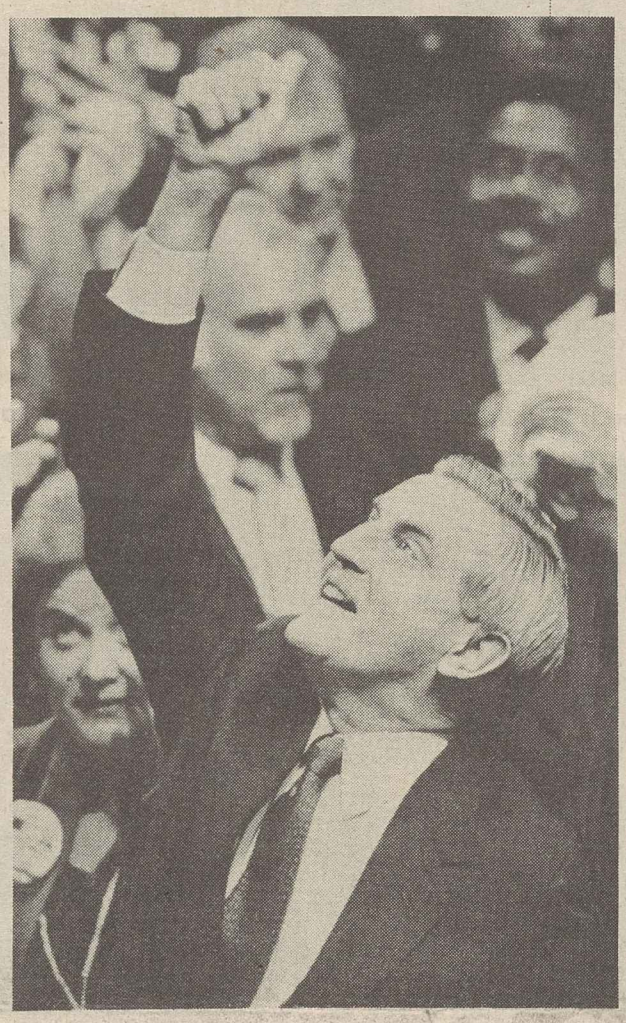
Phone banks

In Illinois, union members who sent back forms indicating they were available to help out in the campaign have been keeping 100 phone banks busy across the state. Participation is "more than ever before," State AFL-CIO President Robert G. Gibson reported.

That's the report that AFL-CIO President Lane Kirkland brought back also from his Solidarity Van tour of union halls in nine states over a two-week period. The meetings with local union officers, shop stewards and COPE activists emphasized the "one-on-one" approach—worker-to-worker—which the trade union movement has found most effective.

While the national spotlight stayed on the presidential contest, some of the fiercest political battles were being fought in

Continued on Page 3



Walter Mondale and Geraldine Ferraro give a "thumbs up" message to supporters as campaign enters final days.

Reagan vetoes kill youth jobs plan, block funding for health facilities

President Reagan wielded an end-of-the session veto ax to kill a youth jobs program and thwart a bipartisan effort to fund community health centers and train health professionals.

Both measures had passed the House and Senate by one-sided votes after having been trimmed back in a futile hope of avoiding a presidential veto.

Young people without jobs should wait for the economic recovery to reach them, Reagan said in effect. Public sector jobs, he insisted, are "a discredited approach to youth unemployment."

The President's veto gave voters a preview of what a second Reagan Administration would be like.

Conservation Corps

The youth jobs bill he refused to approve would have re-established on a relatively small scale a youth conservation corps that had its genesis in the highly praised Civilian Conservation Corps under President Franklin D. Roosevelt. More recently, such a program was established under the Nixon Administration and continued until Reagan killed it after he became President.

As sent to the President, the labor-backed bill would have authorized $250 million a year to put jobless young people to work in forests, public lands and community projects. A year-round corps would have provided residence-camp opportunities for youths 16 through 25 who were no longer in school. A companion program would have offered summer job opportunities for the 15 through 21 age group.

Reagan said the program would be too costly, and it would be better to reduce federal spending "so that more resources are available to the private sector of our economy to fuel a continuation of the current economic expansion."

Earlier, Reagan had advocated cutting the minimum wage for youth in private employment as a means of encouraging employers to hire them.

The health service legislation the President also vetoed would have provided funds for several federal programs Reagan has sought to eliminate or curtail.

One Administration target is the National Health Service Corps, through which persons who have gotten their professional training with the help of federal grants in effect pay back their debt to the nation by working for a time in communities where health services are inadequate.

That measure, and another vetoed bill broadening the mission of the National Institutes of Health, had bipartisan sponsorship in both the House and Senate. One of the Senate's most conservative Republicans, Orrin G. Hatch of Utah, termed the measures an important part of the nation's "safety net" for the poor.

Reagan waited until Congress had adjourned to pocket veto the measures by refusing to sign them into law. That prevented any attempts to override the vetoes by Congress.

Import tide keeps rising

The nation's merchandise trade deficit with other countries grew by a record $12.6 billion in September, bringing the year's total red ink in trade so far to $96.3 billion.

The monthly deficit was the second largest on record. Americans spent less on imported oil but more on almost everything else. The chief impetus for the continuing flood of foreign imports comes from the overvalued U.S. dollar.

Administration officials have said they expect the total deficit for all of 1984 to reach $130 billion, an all-time high.

In reporting the new trade loss, the Commerce Dept. said Americans spent $30.8 billion on import purchases in September or 10.5 percent more than in August. Export sales were worth only $18.2 billion, just eight-tenths of 1 percent more than in August. All figures are seasonally adjusted.

The worst month for trade was July when the deficit reached $14.06 billion. The August deficit was $9.9 billion.

The trade deficit with Japan alone was $4 billion and with Canada, $2.4 billion. The deficit with Taiwan was $1.05 billion and with West Germany, $1.2 billion.

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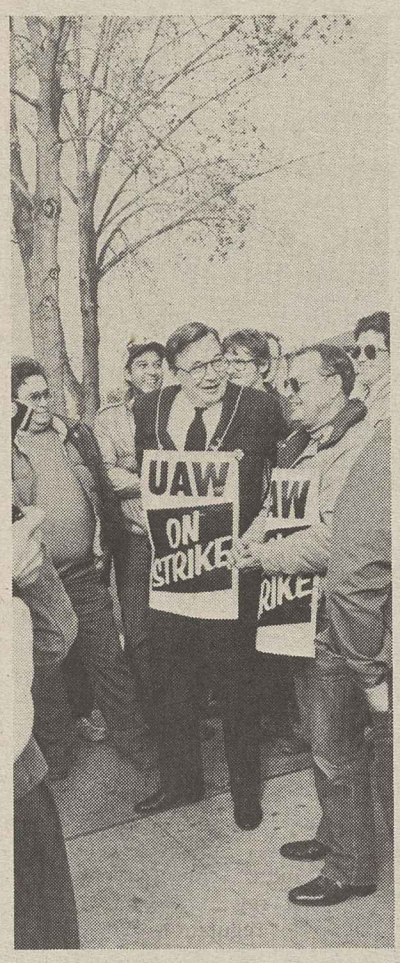
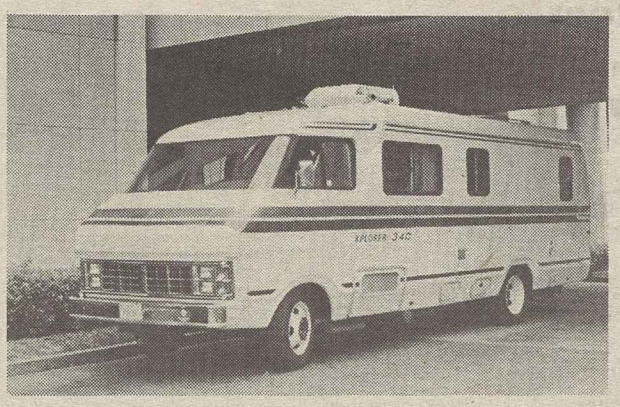
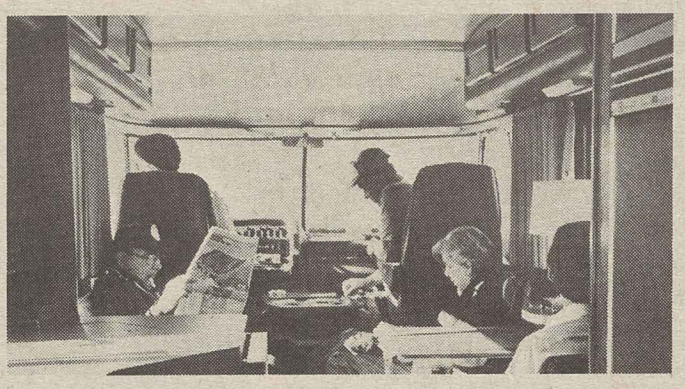


At Kenosha, Wis., Kirkland takes a turn on UAW Local 960's picket line at the Mac-Whyte Wire Rope Co., where more than 300 members are fighting giveback demands.

Labor-backed candidates have friends in Philadelphia.



Start of Solidarity Van's nine-state odyssey.



Captain and crew catch up with the news.

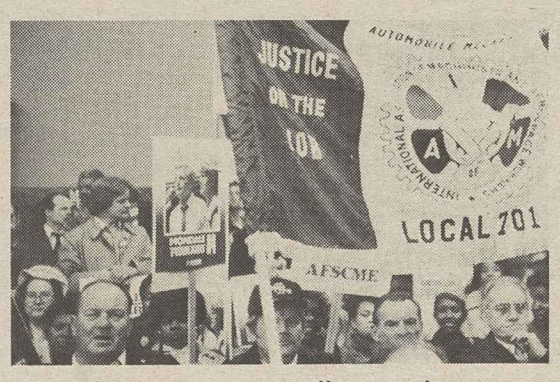
More than 1,200 union leaders try to squeeze into the Chicago Plumbers' union hall.

On the road to Election Day '84

AFL-CIO President Lane Kirkland, and a Solidarity Van crew that included Irena Kirkland, covered nine states in a two-week tour of union halls to spur the worker-to-worker campaign in support of the Mondale-Ferraro presidential ticket and labor-endorsed candidates for the House and Senate. These are some gleanings from Solidarity Van's photo album.

New Yorkers ready to go "one-on-one."

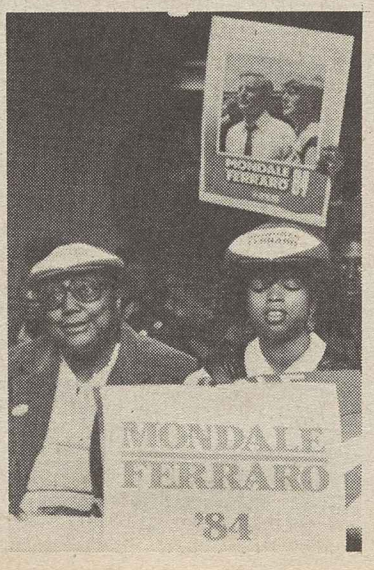
Saturday morning at a Cleveland phone bank.



Union banners are proudly raised.

Local 1 is HERE, along with dozens of other unions.

First stop of Kirkland's tour, at Hamden, Conn.



AFSCME caps are election-year chic.

In election showdown

Get-out-the-vote drives top priority for unions

Continued from Page 1

a handful of extremely close Senate contests and in some two dozen marginal House districts.

Republicans still hope that Democratic incumbents will be vulnerable in congressional districts that Reagan is expected to carry handily. But a week before the election, there were few signs of a large-scale turnover in House seats. Some Democratic-held seats are in the endangered column. But so are some now held by Republicans.

In the Senate, the most likely prospect is a Democratic gain.

In Tennessee, Senate Republican Leader Howard H. Baker, Jr., isn't running for re-election. The strong favorite to win his seat is Democrat Albert Gore, Jr., a four-term House member who has strong labor endorsement.

Helms in trouble

North Carolina is considered a sure state in the Reagan column. But its very right-wing Republican senator, Jesse Helms, is far from a shoo-in for re-election. Democratic Gov. James B. Hunt, Jr., is a formidable challenger. And Helms may have hurt President Reagan nationwide more than he helped himself in North Carolina by rounding up endorsements from Reagan-appointed ambassadors willing to flout a long tradition of non-involvement in politics.

In Iowa, Democratic challenger Tom Harkin may have pulled ahead of incumbent Sen. Roger W. Jepsen. And in Illinois, the once-moderate Republican incumbent, Sen. Charles H. Percy, has become almost a Reagan clone in a tight and bitter battle against labor-supported Paul Simon. Some other contests are almost as close.

In the presidential contest, the enthusiastic response to Mondale and Ferraro defied public opinion polls showing a continued Reagan lead.

In the Pacific Northwest, in Seattle and Portland, Mondale drew record crowds, and the Seattle Times headlined a "Surge for Mondale."

He spoke there, as he had in places like Cleveland and Youngstown, of the need for a caring government. "Let's end this selfishness, this greed, this new championship of caring only for yourslef," he urged to responsive audiences.

President Reagan, delivering a pep talk at the White House to Republican campaign workers, spoke disparagingly of the older, industrial cities where unemployment has been highest.

"It's no mere coincidence," Reagan suggested, that "the most blighted areas of the country" have been Democratic strongholds.

White House press aide Larry Speakes declined to explain the President's words. "I'll leave that at the other end of a 10-foot pole," he told a questioner.

Ferraro fields questions

Ferraro, who has generated enthusiasm throughout the campaign, won over a Chicago studio audience and very likely a large, nationwide television audience in fielding questions on the Phil Donahue show. Meanwhile, Vice President Bush was stumping the South on behalf of some of the most right-wing of the Republican congressional candidates. His special target was the Doonesbury cartoon strip, which has poked fun at Bush. It's "out of deep left field," the Vice President protested.

The Nov. 1 garment district rally for Mondale and Ferraro was co-sponsored by the Ladies' Garment Workers Campaign Committee and the Democratic National Committee. New York's Seventh Ave. was packed six blocks deep for the noon rally. The ILGWU chorus sang campaign songs as the streets filled up—200,000 strong by the start of the rally. Gov. Mario Cuomo, Mayor Edward Koch and ILGWU President Sol C. Chaikin were among the speakers, and union-endorsed congressional candidates from the New York metropolitan area shared the platform.

Vermont Fed sets agenda for broad legislative gains

Burlington, Vt.—Delegates to the 28th annual Vermont AFL-CIO convention adopted a legislative prescription for a better future, calling for the establishment of a state mediation board, reform of the public employee law, and election of candidates opposed to right-to-work laws.

The 66 convention delegates noted in a resolution that a right-to-work measure likely will be introduced in next General Assembly session beginning in January 1985. The resolution urged the state federation to educate its members "to the negative effect passage of such legislation will have on their pay checks and working conditions," and the need to defeat political candidates backing such legislation.

Another resolution described the Vermont Public Employee Law as "inadequate, ineffective, time consuming and expensive." It urged revisions to provide for binding arbitration in all municipalities, penalties for those who commit unfair labor practices, and a simple majority vote for representation and decertification elections.

Mediation board

In calling for establishment of a state mediation board, the convention noted that the cost of hiring a mediator or arbitrator is increasing and many small local unions do not qualify for the services provided by the Federal Mediation & Conciliation Service.

AFL-CIO Sec.-Treas. Thomas R. Donahue, in an address to the delegates, described what the Reagan Administration has done over the past four years to labor and to the nation and warned of what a second Reagan term could produce.

AFL-CIO COPE Director John Perkins and former COPE Director Al Barkan keyed on the need to elect the Mondale-Ferraro ticket and explained what union members must do to accomplish that.

Other speakers included Gov. Richard Snelling, Sen. Patrick Leahy, Robert Harbrant, president of the AFL-CIO Food & Allied Service Trades Dept., and many of the state's political candidates.

Wyoming unions push repeal of state 'right-to-work' law

Cheyenne, Wyo.—The Wyoming AFL-CIO at its biennial convention here reaffirmed the goal of repealing the state's 20-year-old 'right-to-work' law as its top legislative priority.

The delegates to the two-day convention adopted a program calling for legislation to:

- Extend unemployment insurance coverage to all workers and workers' compensation coverage to employees in the public as well as the private sector, with improved benefit levels under both programs.
- Assure health care services for unemployed workers and their families.
- Provide home mortgage relief and rental assistance for jobless workers in danger of foreclosure or eviction.
- Provide relief to workers and communities adversely affected by plant closures or imports.
- Strengthen all state and federal laws and statutes dealing with occupational safety and health, and urging passage of a strong state standard on hazard identification.

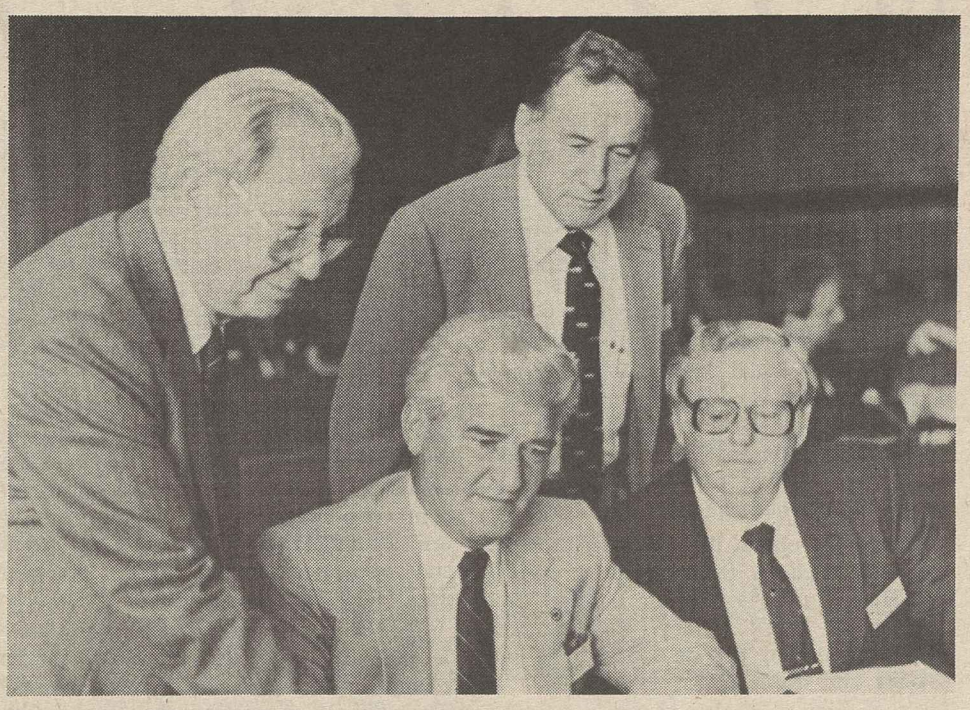
Among other key resolutions, the delegates urged that the legislature "prevent the weakening or repeal of the Wyoming prevailing wage," prohibit the use of polygraph or psychological tests as a condition of employment, and ease the harsh administrative requirements for filing initiative or referendum petitions.

Democratic challenger Hugh McFadden, Jr., was endorsed for the state's at-large congressional seat over Republican incumbent Richard Cheney who has only a 6 percent "right" COPE voting record. A number of other endorsements were made in races for the state legislature.

Utility Workers President James Joy, Jr., played a tape of the 1948 broadcast in which then Democrat Ronald Reagan attacked the anti-worker actions of congressional Republicans.

Joseph Misbrener, president of the Oil, Chemical & Atomic Workers, urged the delegates to elect those candidates who have been supportive of labor's agenda.

Among other speakers Democratic National Chairman Charles Manatt, Chuck Sullivan of the Air Line Pilots, AFL-CIO Assistant Organizing Director Frank Emig, Carpenters Executive Board member H. Paul Johnson and Fire Fighters Vice President Mike McNeil.



At ILO textile conference, standing, ACTWU Executive Vice President Scott Hoyman, left, and Vice President John Fox; seated, ACTWU Canadian Co-Director Charles Clark, left, and UTW Vice President Eugene Counts.

Impact of industry changes focus of ILO textile parley

Geneva—The right of workers to be consulted on the impact of rapidly developing structural changes in the textile industry was stressed at an International Labor Organization conference here.

Trade unionists, employers and government delegates of 33 countries agreed that any employer considering a move that could mean job reductions or changes in working conditions should consult with the workers' representatives "as soon as possible."

The consultation should be on ways to avoid a negative impact on workers without "precluding the need for negotiating the terms and conditions" of changes that prove inevitable, the ILO textiles committee said in its final conclusions.

Follow-up action

These findings go to the ILO's Governing Body of 56 worker, employer and government representatives for follow-up action.

The nine-day session concentrated on occupational safety and health in the textiles industry as well as on security of employment and income.

Scott Hoyman, executive vice president of the Clothing & Textile Workers, as spokesman for the workers on safety and health questions, urged the establishment of standards to eliminate on-the-job hazards from dust, noise and toxic substances.

Hoyman stressed the importance of setting international standards to protect workers world-wide. He said, as a conference report noted, that this would stop the practice of some multinational companies of "relocating industries away from countries with strict regulations to countries with less stringent regulations."

Reagan impact

When addressing the conference in plenary session as one of the two U.S. worker delegates, Hoyman deplored the Reagan Administration's budget cuts in occupational safety and health programs, which he said had adversely affected the enforcement of health and safety regulations "because fewer inspectors have greater amounts of work to do."

Eugene Counts, vice president of the United Textile Workers, assessed as "very important" the emphasis placed in the conclusions on the consultation and bargaining rights of workers.

"If these guidelines are followed, the workers will be better informed, will know what to expect, and there will be negotiations prior to any layoffs or changes in the industry," he commented.

Counts also was a worker delegate on the AFL-CIO team at the conference. John Fox, an ACTWU vice president, and Charles Clark, the union's Canadian co-director, served as advisers.

The conference's worker delegates designated Fox as one of their three official representatives on the subcommittee that dealt with security of employment and income.

In a unanimously adopted resolution, the textiles committee called on the Governing Body to exert its influence to have governments "encourage the full application in practice" of the ILO convention guaranteeing women equal pay for work of equal value.

Despite progress in many countries, "women workers are often still subject to discrimination," the committee said.

New booklet available on labor films, TV tapes

An updated edition of Films & Video Tapes for Labor produced by the AFL-CIO Dept. of Education contains information on 128 films and 15 videotapes available from the federation's Film Division.

The new publication lists films and video tapes under 10 separate categories, including labor history, health and safety, organizing, women and unions, civil rights, and political education.

Copies of the booklet, Publication 22, are available from the AFL-CIO Pamphlet Division, 815 16th St., N.W., Washington, D.C. 20006. A single copy is free. For additional copies, the price is 60 cents each or $45 per 100. Posters for promoting film programs also are available for 15 cents each.

Steel plant shutdown leaves wake of hardship

Chicago—Plant closing decisions made in warm, corporate boardrooms with an eye on the profit margin can translate into chilling misery and anguish for the workers whose livelihoods are at stake, according to a new study of the human cost of plant shutdowns.

An intensive, year-long survey of laid-off employees of U.S. Steel Corp.'s once prosperous Chicago South Works paints a stark portrait of continuing massive joblessness among the workers. Many of them have plunged into poverty and many were found to be suffering from intense emotional and physical stress.

The study, one of the largest of its kind, was sponsored by Steelworkers Local 65 and Hull House Association, a major Chicago social work agency. Funding was provided both by private foundations and several city agencies.

900 questioned

More than 900 former employees of the South Works responded to questionnaires. A complete report on the results will be released later in November.

Preliminary findings revealed that more than 46 percent of the workers laid off from South Works since 1979 still have not found new jobs. Among black workers, the rate of continuing joblessness is 61 percent.

Family incomes for the former U.S. Steel workers have been slashed nearly in half from a median $23,000 to $12,000 currently, the survey showed.

Although U.S. Steel once employed as many as 18,000 people at South Works, more than 6,100 have been laid off just since 1979, the union said. Only about 1,000 employees are still in the mill.

Unkept promises

Workers there were particularly angered at the last round of layoffs in late 1983. They charge that the company reneged on promises to plough savings from contract concessions into building a modern rail mill at South Works so they could stay open and compete in the recession and import-battered steel industry.

The USWA has obtained a federal court injunction to block the company from dismantling the last blast furnace at the mill. The union's contention that the facility need not have been shut down has been bolstered by a soon-to-be released study by an independent economic research firm retained by the USWA.

Steelworkers President Lynn Williams, commenting on the survey results, stressed that once-productive workers "who made an enormous contribution to their communities and their country are being destroyed."

The study's authors said in releasing the preliminary results that the "suffering and dislocation we found was far worse than we expected."

Major findings from the South Works study show that while 30 percent of the white former steelworkers are still unemployed, 61 percent of the laid-off black workers and 47 percent of the laid-off Hispanic workers have still not found jobs. Of the workers still on layoff, 63 percent are women.

Eighty percent of those still unemployed blamed the lack of available jobs for their plight, while many also cited insufficient skills or education as major barriers, and 27 percent listed age.

Some 30 percent said low wages offered by other employers were a major barrier to finding new work. One worker, in written comments, explained that "to go from earning $20,000 plus to being at an employer's mercy for $3.35 an hour is devastating."

Retraining center

The Steelworkers and the company have had a retraining and job search aid center in place in South Chicago since September. More than three-fourths of the workers surveyed are interested in retraining.

The study found that 24 percent of the laid-off workers had been forced to move because they couldn't afford current housing, including 11 percent who had been evicted. Another 38 percent reported problems keeping up mortgage or rent payments.

Forty percent of the workers surveyed said they are without health insurance, and 75 percent said they have put off getting medical treatment because they have no insurance.

Food stamps, welfare

Over two-thirds said they have had to apply for food stamps, and 17 percent reported receiving welfare at least part of the time they had been laid-off. About 30 percent said they had to turn to emergency aid such as food banks, to put food on their tables.

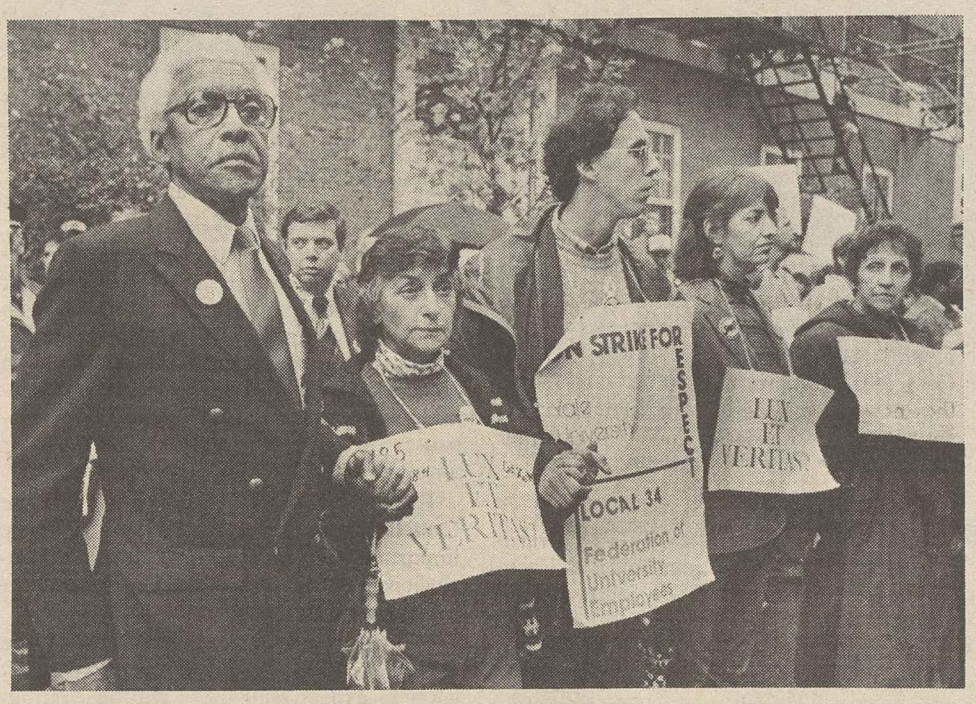
Twenty-six percent of the workers said they have been forced to sell automobiles, and 14 percent have had their cars repossessed.

The report also revealed a pattern of increasing emotional strain and physical illness which the workers themselves link directly to unemployment and their devastated standard of living.

The workers report increased alcoholism, insomnia, family strife and violence and other symptoms of intense stress.

More than three-fourths of the workers surveyed reported feelings of depression.

One worker wrote, "I am just barely holding on to life. I stay sad everyday because I cannot find a job. It is like a curse. Please help me."



APRI Chairman Bayard Rustin joins Yale strikers in a silent protest. He was among 434 persons arrested at the demonstration.

Rustin among 434 arrested at rally backing Yale strikers

New Haven, Conn.—A mass protest against Yale University's stony bargaining stance resulted in the arrest of hundreds of striking members of Hotel Employees & Restaurant Employees Local 34 along with their supporters among the students and faculty.

Bayard Rustin, chairman of the A. Philip Randolph Institute, was among the 434 demonstrators arrested by police. Yale had awarded Rustin an honorary degree this past spring.

The strikers and their supporters rallied at the First and Summerfield United Methodist Church, where civil rights leader Rev. Ralph D. Abernathy charged, "Yale is treating certain segments of its population unjustly and Yale ought to be ashamed."

Rustin led the demonstrators to Woodbridge Hall where he told them, "I'm here because I have a moral obligation to this community. I stand by the workers and against injustices to minorities and women. I believe that whenever people quietly demonstrate—like Martin Luther King, Jr., and Tolstoy and Gandhi—people will listen."

Rustin was the first person arrested as the strikers peacefully went one-by-one to the buses which carried them to police headquarters where they were charged with disorderly conduct.

Witness for equality

The demonstration, called a "nonviolent witness for equality," was the second mass arrest of Local 34 members. The first occurred on Oct. 5 when 191 were arrested in front of the home of Yale President A. Bartlett Giamatti.

The strike by some 1,600 Local 34 members is now in its sixth week. Pay equity is the key bargaining issue for this unit of clerical and technical workers, which is 80 percent women and 17 percent minorities. Their average annual salary is $13,424.

After 75 bargaining sessions, the Yale administrators have forestalled an initial contract with the local. The union is seeking wage increases of 29 percent over three years, while the university has offered 17 percent. The two sides remain far apart on the issues of pensions, job security and health and welfare benefits.

A proposal by the union to have the dispute resolved by a panel of three professors—one chosen by each side with the third member mutually selected—was rejected by the university's negotiators.

Strike support

While Local 34 members remain on strike, their picket lines are being honored by the members of HERE Local 35, the blue-collar service and maintenance unit. And supportive faculty members have moved nearly 600 of the 1,000 classes to sites off-campus.

The effect of the strike on the educational process at Yale prompted 102 students to file a multi-million dollar lawsuit against the university charging that the strike has so curtailed services that the university has "destroyed the atmosphere of collegiality and intellectual inquiry."

The class-action suit, filed in New Haven Superior Court, seeks $2 million for every week of the strike, to be split among the university's 10,000 students.

"No longer will Yale make students pay for its unreasonable bargaining position," Ian Ayres, a second-year law student who helped draft the suit, said. "Yale will have to make a choice, the same choice that strikers make: either negotiate or lose money for every day the strike goes on."

Students have also staged a series of sit-ins to protest the early closing hours of the library due to the strike. Yale, in turn, threatened the students with suspension.

Shipbuilders press support for Mondale-Ferraro ticket

Fort Lauderdale, Fla.—The Democratic ticket of Walter Mondale and Geraldine Ferraro won an enthusiastic endorsement from the delegates to the Marine & Shipbuilding Workers convention here.

President Arthur E. Batson, Jr., said the convention's approval of the Democratic ticket underscored the union's earlier vote for the AFL-CIO's endorsement of Mondale and Ferraro.

In resolutions, the union delegates were critical of the Reagan Administration's policies and of the anti-union twist taken by the National Labor Relations Board under its current Reagan-appointees.

Batson, calling the mood of unity at the convention "the best ever," praised the delegates for a renewed solidarity in efforts to "fight the foes of the labor movement found in the courts, the NLRB and the Reagan Administration."

Through cooperation and determination, he told the delegates, the union can stand firm "against attempts by the companies and by this government to break unions."

The convention also approved constitutional changes including a $1.50 increase in per capita tax aimed at strengthening the union's general fund and strike fund.

Beginning in November, the per capita payment will rise from $4.50 per month to $6. Of that, $1 will go to the strike fund.

The delegates also approved constitutional changes strengthening the link between the national and local unions in reaching contract settlements, amending the union's election procedures in accordance with federal rules, and reducing the size of the executive board from 12 to 10.

Key resolutions urged adoption of a range of policies aimed at undergirding the nation's shipbuilding and maritime industries and preserving and creating jobs.

The delegates called for stepped-up enforcement of occupational safety and health laws for shipbuilding and maritime workers, for improved compensation for victims of occupational hazards and diseases, and expanded information on job-related diseases and hazards for workers.

Among other resolutions, the convention called for ratification of the Equal Rights Amendment, urged comprehensive health care cost containment, and opposed moves to tax workers' benefits such as health insurance.

The delegates urged strong enforcement of federal wage and hour laws to preserve hard-won decency in working conditions and opposed the Reagan Administration's scheme for a youth sub-minimum wage.

Speakers included AFL-CIO Region V Director James Sala, arbitrator Lawrence Seibel, the union's attorney, Michael Brody, and Art Maxwell of the U.S. Savings Bonds Division of the Treasury Dept.

Illinois court bars phony labor paper

Bloomington, Ill.—A phony labor paper—exposed by AFL-CIO affiliates—has been ordered to cease all business in Illinois, and its owner has been fined.

The McClean County Circuit Court, in a case pressed by Illinois Atty. Gen. Neil Hartigan, ordered Richard L. Cammeron, publisher of the Fort Wayne, Ind., based "Labor Tribune," to stop operating or soliciting ads in Illinois.

Cammeron, who has also operated out of Brentwood, Tenn., has been calling Illinois businesses and using pressure tactics to get them to buy ads in an "official labor paper" that in fact had no bona fide labor backing or circulation.

Cammeron was fined $3,500 in civil penalties and prosecution costs.

The state brought charges against Cammeron and the phony paper in 1983 after the editors of AFL-CIO central labor council publications in the Bloomington-Normal, Peoria, and Champaign-Urbana areas reported complaints from local merchants and provided the state with evidence of Cammeron's tactics.

In House report

NLRB backlog tied to Reagan's inaction

The National Labor Relations Board is in a "crisis" as a result of a "staggering and debilitating" case backlog caused largely by the Reagan Administration's failure to fill board vacancies promptly, a House Government Operations subcommittee warned.

"Workers (are) being forced to wait years before cases affecting their livelihood and the economic well-being of their families are decided," the Subcommittee on Manpower & Housing, headed by Rep. Barney Frank (D-Mass.), said in a report.

"We have reached a point where legal rights given to employees under the National Labor Relations Act are in jeopardy because of the board's failure to issue timely decisions."

The report, adopted unanimously, pointed out that the NLRB's backlog of cases has grown from 535 in fiscal 1981 to 1,434 as of Sept. 1, 1984.

The greatest bottleneck in processing unfair labor practice cases is the time it takes for the board to issue a decision, the report said. In fiscal year 1983, the median time between an NLRB administrative law judge's ruling, and issuance of a board decision was 194 days—a substantial increase from 120 days in fiscal 1981 and 170 days in fiscal 1982.

Median delay

The report stressed that the 194-day delay in fiscal 1983 was only the median. One-fourth of the unfair labor practice cases took more than 270 days for the board to decide and 10 percent of the cases required 494 days or more.

The House panel held an oversight hearing on the NLRB case backlog in November 1983 and another hearing six months later to see what progress, if any, the board had made in reducing the load as well as to examine the reasons for the slowness in the agency's decisions.

The "most visible" reason for the backlog and the delays in issuing decisions has been the turnover in the board's membership and the failure of the President to fill board vacancies promptly, the report declared. Since Dec. 11, 1979, 11 persons have served on the five-member board. It has had only four members since August 1983.

"The President's failure to nominate anyone to be the fifth board member is in itself responsible for the board's inability to decide several important cases," the panel said.

NLRB Chairman Donald Dotson told the subcommittee that more than 20 cases were deadlocked at 2-2, and they could not be decided until a fifth member is named.

"There is no indication that the President intends to fill the position soon and to resolve the problem that he has created by allowing 2-2 votes to deadlock the board in many cases," the report observed.

An "equally significant" reason for the delays has been the efforts of the board's Reagan majority to rewrite existing law, the subcommittee said.

System breakdown

"Decisions have been delayed or have not been forthcoming in many routine cases because of the board's priority for the re-examination of prior board case law," the panel observed. "This has led to a breakdown of the regulatory system."

It said the Reagan board has asked appellate courts to return 17 cases to it that had already been decided by previous boards. In one such case, involving an employee of the E. I. du Pont de Nemours & Co., the board went so far as to take the highly unusual step of asking the U.S. Court of Appeals for the 3rd Circuit to return the case to it for reconsideration after the court had already issued a decision in the worker's favor.

Furthermore, the panel said, delays in issuing decisions have not been limited to cases involving novel or complex legal issues. It said the board has taken "an excessive and unreasonable" amount of time to decide even the simplest summary judgment cases. Summary judgment cases are generally straightforward, do not involve difficult issues and result in "boilerplate" decisions.

"While the summary judgment procedure is supposed to move these cases expeditiously, in fact these cases have not traveled on a fast track and have taken between four and 14 months for a decision," the panel said.

Changing the law

Among its recommendations, the panel called for a change in the law so that a board member whose term expires can continue to serve until a successor joins the board. It also said the Reagan board should stop rewriting history.

"The board's highest single priority should be getting decisions out," the panel concluded.

"While we recognize that the board cannot and should not rubber-stamp cases or issues coming before it, the board should set specific, meaningful, and reasonable timetables for deciding cases. If the board fails to set such timetables, then Congress must act."

Printing merger

The leaders in merger talks under way between the Typographical Union and the Graphic Communications Union, ITU President Robert S. McMichen, left, and GCIU President Kenneth J. Brown, right, meet at federation headquarters with AFL-CIO Sec.-Treas. Thomas R. Donahue. The unions opened merger discussions in October following the lifting of a federal injunction that had blocked ITU merger action until after a rerun election for top offices. McMichen, who won the ITU presidency in both the original election and the rerun conducted in August by the Labor Dept., had campaigned on a pledge to seek merger with the GCIU.

'Populist Party' called cover for right-wing hate groups

In a deliberate attempt to mask its origins and attract unsuspecting voters, a coalition of violent, ultra-right-wing extremists is using the name Populist Party to field a presidential election ticket in at least 16 states.

A report published by the National Anti-Klan Network and the Klanwatch Project of the Southern Poverty Law Center says the Populist name has been usurped by an alliance of hate groups and individuals with direct ties to the Ku Klux Klan, neo-Nazis, the violent Posse Comitatus, the National States Rights Party, the increasingly racist American Independent Party, and an assortment of so-called Christian para-military groups.

It is a separate entity from other, more mainstream organizations—both progressive and conservative—that describe their programs as "populist."

The Populist Party is running former Olympic pole vault champion Bob Richards for president and California radio personality Maureen Salaman for vice president.

The report was written by Leonard Zeskind with research assistance from the anti-Klan groups, the Anti-Repression Resource Team and the Interchange Resource Center.

Zeskind documents the participation of key Populist Party operatives in activities of the hate groups and violence-prone organizations, but his report, titled "It's Not Populism," stresses that the "godfather" behind the party is Willis Carto, leader of the extremist Liberty Lobby and publisher of the fascist weekly tabloid, The Spotlight.

The report traces Carto's continuing close ties to party leaders and his influence in the party's activities, literature and platform adopted at its August convention in Nashville.

Among Carto's operations is the California-based Institute for Historical Review, which pushes the view that the Holocaust is a myth invented by Jews for propaganda purposes.

Zeskind calls the Populist Party "Carto's latest attempt to gain access to the political mainstream for anti-Semitic and racist groups, individuals and ideas." Its first chairman, Robert Weems, was a KKK activist.

Interchange, a labor-supported organization that monitors right-wing groups, warned in its Fall 1984 newsletter that the party's "America First for Americans First" platform is being pitched to disaffected farmers, blue-collar workers, and small business owners who feel they have been passed over by the major parties.

'Platform' planks

The Populist "platform" calls for protection from imports and cheap "immigrant labor," for an isolationist foreign policy and abolition of the income tax—rhetoric that is attracting support from so-called taxpayers' revolt groups.

Zeskind notes that the party's literature —although it has been purged of much of the raw hate language it started out with —contains barely concealed appeals to racism, white workers' fear of job competition, resentment of aid to the needy, and references to "conspiracies of international bankers," code words for Jews.

Richards, twice an Olympic gold medalist, has attempted to publicly dissociate himself from the party's racist, Nazi connections, Zeskind observes, but he has been unable to disprove the documented hate group connections of many of his party associates.

Richards and Salaman, as well as a handful of candidates for other offices, will be on ballots in Alabama, Arkansas, California, Idaho, Iowa, Kansas, Louisiana, Minnesota, Mississippi, North Dakota, Rhode Island, Tennessee, Utah, Washington, West Virginia and Wisconsin. Depending on the outcome of lawsuits, they may also be on several more ballots.

In most of the states, the ticket will be listed under the Populist Party, but in some states the candidates will be on ballots either as independents or under the banners of the Conservative Party, Constitution Party, Taxpayers Party or American Independent Party.

'Do we really have a right?'

After nearly three years of waiting for the National Labor Relations Board to render a decision, Albert Masso and other workers at the West Jersey Health Systems facility in Berlin, N.J., are wondering if they'll ever have the representation election they want.

"We still have no idea when our election will come," Masso, a general maintenance mechanic, told a recent joint congressional hearing looking into the NLRB's operations.

"The question my co-workers are asking is, 'Do we really have a right to organize a union?' The effect that these delays has had is very real."

Masso was involved in a 1981 drive by District 1199C of the National Union of Hospital & Health Care Employees to organize the private, nonprofit hospital's southern division, representing some 160 service, maintenance, and technical workers.

Sixty percent of the employees signed 1199C authorization cards, hoping that they could obtain better benefits, pay, job security, and grievance handling by being organized. The union then filed for an election with the NLRB's Philadelphia regional office.

What followed, Masso told the House Subcommittee on Labor-Management Relations and the Subcommittee on Manpower & Housing, was a nightmare of endless hearings, delays, impenetrable silences, and appeals to the NLRB in Washington as management tried to keep out the union.

Most recently, the full board sent the case back to the regional office in Philadelphia for more hearings and a new decision which, when it comes, could again be appealed by the hospital.

The delays play into management's hands. West Jersey has not been sitting by idly waiting for an election, Masso pointed out.

"It has worked every day to try and weaken our organization," he said. "If we had been able to vote in 1981, the union would have won overwhelmingly. But with each additional month that passes, the task of winning becomes that much more difficult."

Postal unions ask dual voice in arbitration

The Postal Workers and the Letter Carriers have requested that each union be allowed to have a representative on the arbitration panel being set up to decide terms of a new contract or that there be separate proceedings for each union.

In letters to Director Kay McMurray of the Federal Mediation & Conciliation Service, the unions asked to expand the binding arbitration panel, which is called for under the Postal Reorganization Act of 1970 in situations where no agreement is reached within 90 days after existing contracts expire.

The unions said the law allows them to have a two-person, single-vote, representation on the joint arbitration board. Likewise, the U.S. Postal Service, representing management, could have two representatives, they said.

The unions reported that Postmaster Gen. William Bolger registered technical objections to the procedure after a meeting last week between him and NALC President Vincent R. Sombrotto and APWU President Moe Biller at the mediation director's office.

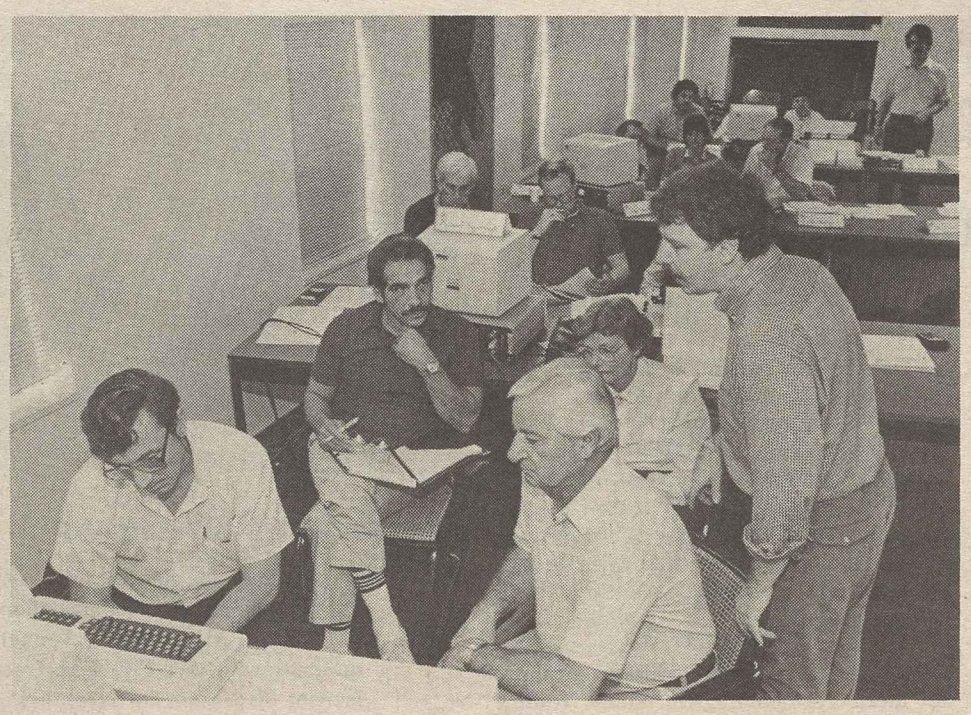
In the event that McMurray refuses to recognize the unions' right to preserve their autonomy in the arbitration process, the unions "reluctantly" requested separate arbitration proceedings.

Full cooperation

Sombrotto and Biller said the unions would continue to cooperate fully in preparation for the panel's hearings.

The contract dispute between the USPS and the two unions, which together represent more than 500,000 mail workers nationwide, entered the arbitration phase Oct. 19 because negotiations have been deadlocked since the July 20 expiration of the pacts. Wages are the central issue.

Under the law, the chairman of the arbitration panel is chosen by the parties' representatives or, if they fail to reach agreement, by the FMCS.



Michael Roberts explains the uses of computer spreadsheets as a collective bargaining tool to leaders of Fire Fighters during studies center class.

Worker buying power less since Reagan took office

Workers' purchasing power suffered a decline since President Reagan took office, a Bureau of Labor Statistics report on "real" earnings shows.

Real, or inflation-adjusted, earnings of production or non-supervisory workers in September averaged five-tenths of 1 percent above the August level and were six-tenths of 1 percent higher than a year earlier, BLS said.

But real "spendable" earnings—that is, wages after deduction of income and social security taxes as well as adjustment for inflation-registered gains of only four-tenths of 1 percent and two-tenths of 1 percent, respectively, the AFL-CIO Dept. of Economic Research points out.

Expressed in dollars, workers' takehome pay adjusted for the impact of inflation since 1977 averaged a seasonally adjusted $149.90 a week in September, the federation noted.

That figure represents a 1.2 percent decline from $151.65 a week for all of 1980, the last year of the Carter Administration.

Gross weekly earnings expressed in current dollars, without any adjustments for taxes or inflation, have risen from an average of $235.10 a week in 1980 to $296.52 in September.

Meanwhile, new signs of weakness in the economy appeared in a Commerce Dept. report showing the government's index of leading economic indicators moved up four-tenths of 1 percent in September.

At the same time, the department revised August's indicators downward. The index, which is designed to look ahead to where the economy will be in the coming weeks and months, was first reported as up five-tenths of 1 percent in August. But the revised figure shows it actually fell one-tenth of 1 percent.

The index was down 1.7 percent in July and down nine-tenths of 1 percent in June. It had not gone down three times in a row since late 1981, when the country was in the midst of the Reagan Recession.

In the past four months, the index has dropped 2.3 percent, more than the decline that served as a forewarning of the 1981-82 recession.

Six of the 11 indicators that were available for September contributed to the rise of four-tenths of 1 percent over the month. They were led by the formation of new businesses. Of the five negative indicators, new orders for factory goods was the worst.

In another report, the Commerce Dept. said orders to U.S. factories fell 1.8 percent in September, primarily in the auto, aircraft, shipbuilding, and metals industries. It was the second month of decline.

Factories depend on both new orders and the backlog of unfilled old orders to determine how fast assembly lines will run. Unfilled orders also declined in September, by two-tenths of 1 percent, the first decline since November 1982.

Computer use gains as tool in bargaining

Microcomputers, properly used, can be a source of bargaining power to union negotiating committees.

That is the consensus of 25 union research directors and negotiators who participated in a recent workshop at the George Meany Center for Labor Studies. The workshop was the first of its kind on the subject.

Workshop leaders were Michael Roberts, president of Union International Systems, Inc.; Jeffrey MacDonald, senior staff associate at the studies center, and Lisa Portman, the center's assistant director.

Robert Reed of the AFL-CIO Dept. of Data Processing was a guest lecturer.

The group, which included a number of unionists already experienced in the field, shared information on the use of spread sheets and data bases that can provide negotiators with instant answers to "what if" questions and quick contract analysis.

Participants pointed out that with computers negotiators can obtain a broad view of the impact of their bargaining, cost out union proposals and develop material to present to union committees, as well as management.

At the same time the union specialists agreed that computers aren't going to solve all negotiating problems. They were warned against the danger that negotiations can become "too involved with the numbers instead of arguing for principles."

With this week-long workshop, the subject has become a regular course in the George Meany Center curriculum.

Unions assuming greater role in new job training

The AFL-CIO's Human Resources Development Institute is helping the trade union movement take a leadership role in the nation's reshaped job training programs, HRDI Director Michael Arnold said.

An HRDI "progress report" shows more than 1,000 union representatives serving on the state and local councils established to administer the Job Training Partnership Act (JTPA).

Labor has an important, practical contribution to make to the job-training effort, Arnold stressed, and a special interest in assisting workers left jobless by plant closings or heavy layoffs.

The HRDI report cites the technical assistance provided to the labor representatives on nearly 600 local Private Industry Councils across the country, including HRDI training sessions for labor representatives in most states.

In activities funded by the Labor Dept. under the JTPA program, Arnold noted, "HRDI has consistently exceeded its contractual obligations."

Carpenters' Robert Pleasure named to studies center post

AFL-CIO President Lane Kirkland has appointed Robert J. Pleasure of the Carpenters as assistant director of the George Meany Center for Labor Studies.

Pleasure, 41, has been associate general counsel of the Carpenters since 1979. He will assume his duties at the Labor Studies Center on Dec. 1.

Kirkland selected Pleasure on the recommendation of a five-member search committee appointed in May 1984 after Fred Hoehler, executive director of the center, announced his desire to retire in 1985.

Hoehler, 66, has served as executive director of the center since it opened in 1969 in temporary quarters in downtown Washington, D.C. Today, the center has a 47-acre campus in the D.C. suburb of Silver Spring, Md., and operates a year-round trade union leadership development program. About 4,000 trade unionists attend classes at the center each year.

A 1964 graduate of the University of Pennsylvania, Pleasure received a master's degree in industrial relations from the London School of Economics and his law degree from the University of Michigan in 1967. Before joining the Carpenters in 1972, he served on the staffs of the New York City Office of Collective Bargaining and the National Labor Relations Board and as assistant general counsel of State, County & Municipal Employees.

Pleasure has taught each year at the studies center and participated in the design of the Carpenters' industrial department, which functions as an education program for the union's 200,000 industrial members.

The search committee chaired by AFL-CIO Sec.-Treas. Thomas R. Donahue reviewed the applications of more than 40 trade unionists and labor educators.

Pennsylvania enacts toxic chemical law

Harrisburg, Pa.—Pennsylvania has enacted a comprehensive right-to-know law covering all employers in the state, requiring them to make available to employees and the public the identity of chemicals used in the workplace.

Nearly 20 states have enacted right-to-know laws to protect workers from the hazards of toxic chemicals and other substances on the job.

Schedule of institutes at studies center

The George Meany Center for Labor Studies will offer five institutes and workshops during November and December. The schedule:

Computers for Local Unions, Nov. 18-21 — A briefing on the use of computers for union officers who need some knowledge before purchasing equipment.

In-House Opinion Polling, Nov. 18-21— A workshop on preparing mail and telephone questionnaires, training volunteer pollsters and evaluating the results.

Organizing Techniques I, Nov. 25-30— A review of the mechanics of an organizing campaign with videotaping so participants can see themselves in action as organizers.

New Staff, Nov. 25-Dec. 7 — A two-week program to help new union officers and staff members make the transition from on-the-job activists to full-time union representatives.

The Art of Leadership, Dec. 2-7 — A session to help union leaders understand worker motivations, group dynamics, systems analysis, differences in leadership styles and how to deal with stress and anger.

The Service Employees is holding a training session for its own staff on campus, Nov. 2-7.

The American Institute for Free Labor Development on Nov. 6 will graduate 36 Spanish-speaking trade unionists from 15 Latin American countries—17 from affiliates of the Postal, Telephone & Telegraph International trade secretariat—who have been on campus since Oct. 7. They've been studying technology and employment in the telecommunications industry and organized labor and the trade secretariats.

The AIFLD will be host Nov. 2-7 to trade union officers from Venezuela, Brazil and five Central American countries. They're coming to watch the U.S. election process. They'll spend election night in the campus auditorium watching the election returns.

More information on these and other labor studies programs is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903; telephone 301/431-6400.

EDITORIALS

Labor and the Election

FOR THE MAINSTREAM of the trade union movement, the presidential campaign began nearly 13 months ago when the AFL-CIO's 15th convention voted an enthusiastic and near-unanimous endorsement of Walter F. Mondale.

The issue of endorsing a candidate in advance of party primaries, a departure from past practices, had been explored at a series of Executive Council meetings. Gradually, a consensus emerged that the labor movement shouldn't sit on the sidelines and wait until other groups in society had defined the choice of candidates and issues.

During this early deliberative process, AFL-CIO unions voluntarily refrained from making separate endorsements.

The first step was a General Board meeting on the eve of the AFL-CIO convention, at which each union cast the vote of its membership. Many unions sought the views of their members in advance of the meeting, using such techniques as mail-in ballots, straw votes at regional meetings and even hiring professional pollsters.

A two-thirds vote was needed to recommend an endorsement resolution to the AFL-CIO convention. Some unions abstained; some voted against any endorsement; some voted to recommend another candidate, and some split their votes. But more than 90 percent of the total number of votes represented at the meeting were cast for a pre-primary endorsement of Mondale.

The convention endorsement resolution expressed what the leaders of the AFL-CIO's affiliated unions well knew from first-hand experience—that Fritz Mondale was someone very special.

AS SENATOR and as Vice President, "he has been an ally of our people for jobs and decent wages," the endorsement resolution stressed. It cited his battles "for better public education and medical care, for equal rights and civil rights, and for decent housing."

Geraldine Ferraro, as a friend of labor in Congress, was a speaker at that convention—well before she was being talked of as a potential vice presidential candidate. She showed the same wit and drive that has marked her campaign effort, the same commitment to the values of the trade union movement she learned from a mother who was a garment worker for 25 years "so her children could have opportunities she never did."

The AFL-CIO General Board met again in August and pledged the trade union movement to an all-out effort in support of the Mondale-Ferraro ticket.

That pledge has been kept.

"We know the importance of this election," Lane Kirkland said at the time, "and we plan to take our message to every trade unionist and every trade union family between now and Nov. 6."

To the extent that it was humanly possible to do so, that also has been done.

More important, it is still being done and the effort will not cease until the last polling booth closes on Election Day.

The People Factor

COMPUTER PRINTOUTS have replaced 3-by-5 index cards as the building blocks of political campaigns. Candidates hopscotch across the country for the sole purpose of maximizing television news coverage. Opinion polls, which have their legitimate uses, purport to tell us almost from hour to hour how we intend to vote.

Unchanged, happily, is the central role of committed campaign workers—so many of whom come from union ranks.

If elections were decided solely by money, many more of labor's friends would be hard-pressed this year. Labor's resources are people—men and women who after a full day's work volunteer to put in extra hours at a phone bank because they know this election is important.

Their efforts do a lot to equalize the odds.

Voice of the People

Bayard Rustin says

Nobel Prize aids struggle for rights in South Africa

By Bayard Rustin

The awarding of the Nobel Peace Prize to Bishop Desmond Tutu, the black South African fighter for racial justice, is a joyous and historically significant event. It confers a great honor upon a deeply religious man and strengthens his struggle for the principles of democracy, majority rule, human dignity and non-violence.

Over the years, the Nobel Committee has made a number of wise and outstanding decisions to honor struggles for peace and democracy the world over. Previous Nobel laureates include Dr. Martin Luther King, Jr., Russian human rights advocate Dr. Andrei Sakharov, and Polish trade union leader Lech Walesa.

Bishop Tutu recognizes the common threads in this legacy of support for freedom and implacable opposition to tyranny when he asserts that through this honor "a tremendous political statement . . . has been made. . . . Those who oppose apartheid are seen in the same light as those who oppose communism."

There is a great truth in this assertion, for both communism and apartheid are ideologies of oppression. Under both systems, small privileged minorities (in the communist world the Communist Party bureaucracy, and under South Africa's apartheid system the ruling white minority) deny free expression and democratic rights to the vast majority. And both systems make use of repressive police and security systems. Under both, political opponents are sentenced to harsh terms of imprisonment.

Comparison, contrast

For black Americans, the awarding of the Nobel Peace Prize to Bishop Tutu invites another quite different comparison—the awarding of this honor to another great black proponent of non-violence, Dr. Martin Luther King, Jr.

However, despite the deep religiousness of both men and despite their abiding respect for the principles of non-violence and civil rights, it would be a great oversimplification to assume that the conditions in which they waged their struggle are identical. Dr. King, A. Philip Randolph, Roy Wilkins and other great fighters for civil rights in this country led a struggle for minority rights. Because blacks are a majority in South Africa, the struggle they are waging is in essence a struggle for majority rule.

Immense difficulties

Bishop Tutu well understands this great difference and therefore is aware of the immense difficulties that the anti-apartheid struggle confronts. He recognizes that South African blacks confront a setting of extreme violence and repression. Moreover, they have no ally within the central government as did our own civil rights movement.

Bishop Tutu is a man of peace. Nonetheless, as he indicated to me in our meetings in Johannesburg over the last year, he knows that the violence and repression of the South African authorities breeds a climate of resentment and frustration in which violence is bound to erupt.

The awarding of the Nobel Peace Prize to Bishop Tutu in this violence-prone setting is nonetheless a powerful acknowledgment of the wisdom of his strategy of non-violent struggle to achieve democratic change.

Bishop Tutu strongly advocates peaceful public protest, independent black organization for self-defense, and a strong black-led and multi-racial trade union movement as vehicles for pressuring the racist regime of P. W. Botha into undoing the evils of apartheid.

But Tutu also knows that time is running out for a peaceful solution to the tragic South African impasse. Even as he preaches the ideology of peace, he knows that if change does not come, the only possible outcome will be violence and upheaval in that beautiful, rich, and benighted land.

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City problems getting worse under Reagan

Many of America's cities aren't sharing in the nation's economic recovery and face a bleak future if the Reagan Administration's urban policy is continued, a congressionally commissioned study concluded.

The study, by the prestigious National Urban Policy Advisory Committee, said cutbacks in federal assistance to cities and to the poor have fallen hardest on the communities with the most critical problems.

In effect, the study found, "the Administration's urban policy is not to have an urban policy" and to rely on overall economic recovery to give cities the resources to meet their own needs.

The report, prepared for a subcommittee of the congressional Joint Economic Committee, concludes that "further deterioration is likely" under the Administration's deliberate neglect policy.

Problems have become worse, it found, because under President Reagan, "the biggest cuts have been enacted in programs financing state and local government, education, health and social services, and benefit programs tied to low income population."

Subcommittee Chairman Parren Mitchell (D-Md.) told a Capitol Hill news conference that the report pointed up the need for both increases in general revenue sharing and specific new programs including:

- Public jobs for the unemployed on rehabilitation of the central cities' infrastructure and to meet the need for public services, such as health facilities.
- Financing the construction, rehabilitation and purchase of quality housing.
- Inclusion of job-training requirements in any tax incentives granted to job-providing businesses.

The study done for the subcommittee found that President Reagan's policies overall "have helped the affluent but have been damaging to the poor and the near poor."

Deficit's toll

It noted the effect of the federal deficit on the nation's urban areas. The deficit "raises interest rates, limits the amount of money that can be allocated to urban-oriented federal programs, and raises the cost of all public and private-sector borrowing," the report stressed.

Because of tax policies "shifting the burden of federal taxation toward lower income people and from wealthier people, residents of urban centers have less disposable income available to contribute to the revitalization of local economies," the study found.

Victory celebration

Jubilant members of Hospital & Health Care Employees District 1199C in Philadelphia celebrate the end of a successful month-long strike for recognition at Care & Ambulance Service, the first private ambulance service organized in the state. The union credits Mayor Wilson Goode with help in ending the dispute. Elsewhere in the city, District 1199C service and dietary workers at Graduate Hospital ended a one-week walkout with the signing of a new three-year agreement that provides contract gains and rejects management giveback demands.

Canadians ratify GM pact, Mack Trucks strike settled

The Auto Workers ended strikes against General Motors of Canada and Mack Trucks, Inc., in New Jersey, Pennsylvania, and Maryland and signed a new three-year agreement with Ford Motor Co. covering some 135,000 American workers.

But in Toronto, the union's Canadian branch set Nov. 9 as a strike deadline in its contract talks with Ford of Canada. Some 14,200 workers are involved in that.

With new contracts now in place at both GM and Ford in the United States, the union next will seek early negotiations with Chrysler Corp., where the current contract has nearly one year of its term remaining.

The Canadian settlement with GM enabled some 36,000 UAW members to return to work, and cleared the way for nearly 52,000 U.S. workers also to get back to their jobs. The walkout had forced the closure of 30 assembly and parts plants in the United States because of the close integration of GM's North American operations.

Eighty-seven percent of the 22,448 Canadian workers who voted on the GM pact approved its terms, the union said.

The Canadian agreement substitutes additions to the cost-of-living allowance for the bonuses and profit-sharing that are key provisions of the U.S. settlement.

The union's new three-year contract with Ford workers in the United States was ratified by a 64-percent vote. The agreement closely follows the pattern set at GM, but also includes a promise by management not to close plants during the life of the pact.

Historic pact

UAW President Owen Bieber said if all the provisions of the Ford agreement are followed, "It will go down in history as one of our greatest achievements in both collective bargaining and the history of this company."

As in the GM contract, the Ford settlement calls for wage increases ranging between 1 and 3.5 percent, depending on the worker's job classification. It also provides for a job security program in the event of layoffs due to the introduction of new technology, the consolidation of Ford operations, or the company's shipment of work to non-company sources, a practice called "outsourcing."

The UAW's settlement with Mack Trucks ended a nine-day strike by 9,200 production workers which began immediately after their two-year contract expired at midnight Oct. 20. Details of the agreement were withheld, pending ratification votes Nov. 11 in Allentown and Macungie, Pa., Hagerstown, Md., and Bridgewater, N.J.

The main issues in the strike against the nation's second-largest maker of heavy trucks were job security and a company attempt to take away health care coverage.

IUE settles

In other industry bargaining, the Electronics Workers reached a tentative contract with GM covering 24,000 workers at nine plants in four states. Details of the settlement are pending while terms are distributed to members.

Chief IUE negotiator Robert Livingston said the contract is "directly responsive to the priorities of our members," and is "especially strong" in the areas of job security, pensions, and paid holidays. Wage gains parallel the UAW settlement with the company.

AFL-CIO assails attack on blacks in South Africa

The AFL-CIO condemned the South African government's military crackdown against innocent blacks and urged it instead to create a truly democratic system in which all its citizens can live and work in peace.

"The answer to the unrest among the black population does not lie in military actions which will only further violence and civil disruption," the federation said in a statement.

"The South African government should be reminded that the unrest is a direct consequence of the evils of the official policy of apartheid."

A combined force of 7,000 police and Army soldiers mounted the largest crackdown on political dissent ever seen in South Africa when it swept into the black townships of Sebokeng, Boipatong, and Sharpeville on Oct. 22.

The indiscriminate searches, harassment, and arrest of black South Africans in the townships "constitute an unwarranted violation of their fundamental human rights," the AFL-CIO charged.

The government said it launched the operation to "rid the area of criminal and revolutionary elements," but black political movements in the country denounced the crackdown as "an act of aggression equivalent to civil war" and warned that it could lead to increased racial bitterness.

The unrest began when the government inaugurated a new national constitution giving limited political rights to citizens of mixed race and Asian origin, while continuing to exclude the country's 73-percent black majority.

Coalition hits FCC's attempt to change 'fairness doctrine'

The AFL-CIO has joined with other public interest organizations in urging that the Federal Communications Commission not tamper with rules that require broadcasters to cover public issues fairly.

Unions, as well as public interest, religious, minority, business and community organizations have written the agency urging it to drop proposals to change the rules known collectively as the "Fairness Doctrine."

The fairness policy, in place since passage of the Communications Act of 1934, has been under attack by the Reagan Administration at the urging of the networks and many broadcast station owners.

Balance sought

The rules require radio and television broadcasters to provide reasonable opportunities for the presentation of contrasting points of view on controversial issues of public importance. Stations that fail to do so could lose their broadcast licenses under the law.

The FCC has proposed gutting the fairness policy, and the deadline for public comment on the proposal is Nov. 8.

The AFL-CIO, in testimony before a Senate committee, has stressed that the fairness doctrine is currently the only way of assuring that commercial television and radio stations air labor's side of controversial issues, including collective bargaining disputes and other matters concerning workers' rights.

There is no evidence, the federation said, that without the rules, broadcasters would voluntarily air all sides of such issues.

A resolution adopted at the AFL-CIO convention in 1983 also objected to the Reagan Administration's attempts to repeal both the fairness doctrine and the "equal time" provisions of the law which apply to political candidates.

Unions planning to comment can address their statements to the Office of the Secretary, Federal Communications Commission, 1919 M Street, N.W., Washington, D.C. 20554.

Michigan governor hails role of labor's seniors

Lansing, Mich.—In a certificate of special appreciation, Michigan Gov. James J. Blanchard (D) honored Concerned Seniors for Better Government for its "active and conscientious role" in state and national politics.

Blanchard's citation commended the group as a "valuable asset" to assure that citizens are informed about legislation that affects their lives.

Concerned Seniors is an arm of AFL-CIO COPE responsible for registering, educating and getting out the vote of union retirees.

Democratic gains edge Senate toward center

The Republican majority in the Senate shrunk to 53-47 as Democrats captured three GOP seats and gave up only one of their own.

All three new Democrats are more liberal than the Republicans they replaced, suggesting that the new Senate will be more independent of the Reagan White House.

The reduced GOP margin also raises a strong possibility of a Democratic takeover two years from now, when 22 Republican-held seats will be up for election and only 12 held by Democrats.

In this year's Senate election, 19 of the 33 seats at stake were held by Republicans.

Two Republican incumbents were beaten—Charles H. Percy, seeking a third term in Illinois, and Roger W. Jepsen, running for a second term in Iowa, The winners were COPE-endorsed Democrats who gave up House seats to run for the Senate—Paul Simon in Illinois and Tom Harkin in Iowa.

The third Democratic pickup was in Tennessee, where Senate Majority Leader Howard H. Baker, Jr., did not seek re-election. The easy winner was Albert Gore, Jr., a four-term congressman whose father had served three terms in the Senate.

Republicans scored an upset victory in Kentucky, where an aggressive campaign by County Judge Mitch McConnell brought him a narrow win over two-term incumbent Walter D. Huddleston.

Open seats, where incumbents were not seeking re-election, had increased the possibility of party switches in Massachusetts, Texas and West Virginia. But Texas stayed Republican and the two other states again sent Democrats to the Senate.

Elsewhere, incumbents of both parties were re-elected although some had close calls. These are the states where new senators were chosen or where there had been the possibility of a turnover.

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AFL-CIO news

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President Reagan and his wife Nancy at victory celebration.

Republicans fall short in bid for House gains

The House of Representatives is still the turf of mainstream Democrats.

If recounts divide evenly, the Democratic majority in the new 99th Congress will be 253-182, a modest 14-seat Republican pickup.

The GOP's hope was to at least recoup the 26 seats Republicans lost two years ago, when the nation was mired in double-digit unemployment. They had visions of repeating the 33-seat gain achieved when Ronald Reagan won the presidency four years ago.

Instead, the Democratic House strength is the greatest ever achieved in a presidential election year by the party losing the presidency.

Unless the new Congress reads Reagan's electoral sweep as a policy mandate, the conservative coalition will be only marginally stronger than in the outgoing Congress. Almost certainly the Reagan White House will not be able to steamroller its economic program through Congress as it did during the President's first two years —by putting together a working majority of Republicans and boll weevil conservative Democrats.

All but 14 Democratic incumbents who sought re-election were returned to office. Republicans who sought to wrap themselves in Reagan's coattails were unable to dislodge most of the Democrats who had been targeted as vulnerable because of the expectation of a big Reagan vote.

Democrats ousted three Republican incumbents, and both parties picked up some open seats where incumbents were not seeking re-election.

House Speaker Thomas P. O'Neill, Jr.,

Continued on Page 6

Split-ticket voting tribute to Reagan, rebuff to program

By David L. Perlman

President Reagan stood 525 electoral votes tall in his impressive re-election victory, but most of the congressional candidates who supported his program went down to defeat.

America's split-ticket election was a personal triumph for the President, a political victory for his critics.

Even as the President was sweeping 49 states, Democrats were ousting incumbent Republican senators and holding on to seats they had won two years ago, in a voter rebellion against the Reagan recession.

With the economy back up from the depths, 59 percent of the electorate voted for "four more years" of a Reagan presidency.

Most union members did not, choosing instead to support the candidacy of Walter Mondale and Geraldine Ferraro, who had the AFL-CIO's endorsement.

The federation remains "proud of its efforts" for the Democratic presidential ticket, AFL-CIO President Lane Kirkland said.

"Mondale and Ferraro fought for the right issues. They spoke out for justice and jobs for all Americans," he said, and the issues they raised about the nation's direction "remain to be resolved."

As the AFL-CIO sees it, the election brought "no mandate for a right-wing agenda," Kirkland stressed.

House Republican Leader Robert Michel grumbled that Reagan was obsessed with the goal of a 50-state electoral sweep and didn't do enough to help Republican candidates for Congress. But the Republican campaign committee had funded a massive media campaign urging voters to back Reagan by electing "a Republican team." And the President did make repeated appeals for GOP candidates.

It didn't work. Reagan told Iowa voters he "needed" Sen. Roger Jepsen back in Washington. Instead, Iowans sent Democrat Tom Harkin to the Senate. The President went to Little Rock to urge the election of Republican Ed Bethune. But Democrat David Pryor won with 57 percent of the vote.

Moderate coalition

The Democratic gain of two Senate seats opens up the possibility of a moderate coalition achieving a working majority. And it makes increasingly likely a Democratic capture of the Senate two years from now. That's when 22 seats now held by Republicans will be up for election, to only 12 risked by Democrats.

In the House, a likely 14-seat Republican pickup isn't enough to put together a dependable conservative majority — especially since several of the party changes are in districts that have been represented by conservative Democrats.

As for the suggested realignment of American politics, the shift of governorships at stake this year resulted in only a

Continued on Page 8

Kirkland voices pride in labor's effort

AFL-CIO President Lane Kirkland released the following statement on the 1984 elections:

The AFL-CIO is proud of its effort in behalf of the candidacy of Walter F. Mondale and Geraldine Ferraro. We remain convinced of the soundness of our position in the primaries, the caucuses and the general election.

Mondale and Ferraro fought for the right issues. They spoke out for justice and jobs for all Americans and they squarely and courageously addressed the difficult choices that lie ahead. The issues they raised and the problems they discussed are crucial to the future of our country and they remain to be resolved.

The results of the Senate and House contests clearly indicate that there has been no major party realignment and no mandate for a right-wing agenda. In fact, the President skillfully avoided any commitment to any concrete course of action.

An analysis of exit polls as well as two independent post-election polls commissioned by the AFL-CIO shows that union members and their households voted in sharp contrast with all other households. According to the three network polls, all union households voted for Mondale-Ferraro by 17 or 18 percent more than all other households.

A poll of AFL-CIO union households (not including independent unions and associations) indicates that this margin increased to 20 percent.

Another poll of AFL-CIO union members shows that workers belonging to our affiliated unions supported Mondale-Ferraro by a 60-40 percent margin compared to a 57-41 percent margin of all union members found by one of the networks.

I am proud of the effort and the solidarity demonstrated by our affiliated unions, our state federations, our central labor bodies and our rank-and-file membership. AFL-CIO union leaders and their members recognized the common sense, decency and courage displayed by our endorsed candidates and their support never weakened.

The AFL-CIO remains undaunted. We shall continue to work for "liberty and justice for ALL."

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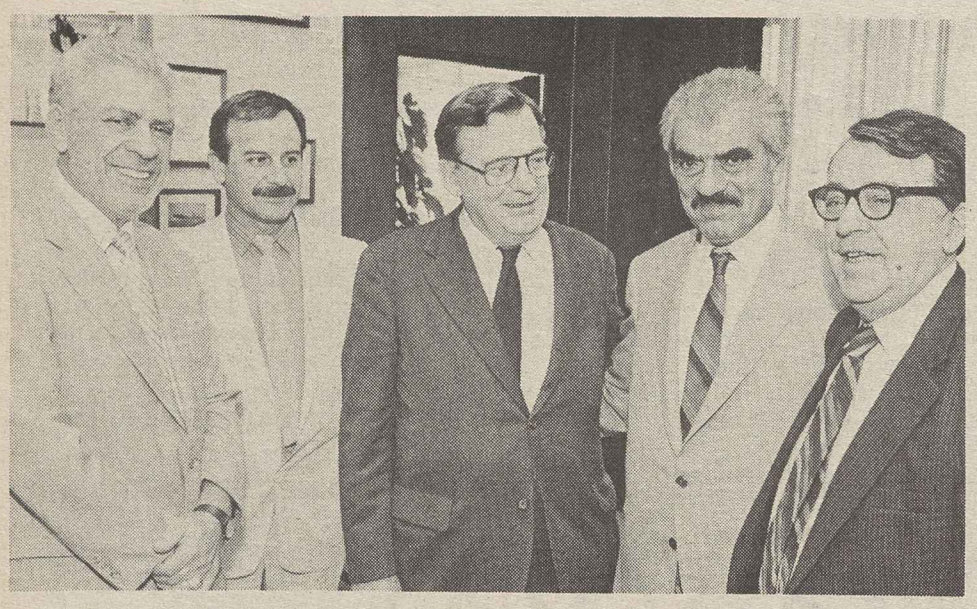


Delegation from Turkey

Turkish union leaders, participants in the Free Trade Union Institute's exchange program, get a warm welcome from AFL-CIO President Lane Kirkland. From left: Executive Director Morris Paladino of the Asian-American Free Labor Institute; Cevdet Selvi, president of Turkey's Petroleum Workers Union; Kirkland; Sevket Yilmaz, president of the Confederation of Turkish Trade Unions, and AFL-CIO International Affairs Director Irving Brown.

Chemical Workers emphasize organizing as key to growth

Hollywood, Fla. — Chemical Workers President Frank D. Martino told the nearly 500 delegates to the union's convention of the programs and policies the ICWU has in place to help insure its continued growth.

Martino stressed the various organizing programs, the health and safety department and the use of audio-visual presentations as measures that are strengthening the union. The organizing projects focus particularly on signing up nonunion workers in organized plants.

This was the first time the union videotaped its convention. The more than 30 hours of tape will be edited into hour-long segments on organizing, health and safety and other topics.

The six-day convention, which celebrated the ICWU's 40th year, was held just prior to the national elections, and the delegates unanimously supported the Democratic presidential slate of Walter Mondale and Geraldine Ferraro.

Martino told the convention it would be easy, given the present political and economic climate, to deliver a message of gloom and despair, but because of "the type of members" in ICWU, its programs and its dedication to social justice, "we will emerge from these dark shadows brought on by the Reagan Administration bigger and better than ever."

"I firmly believe that our union's, and all of organized labor's, best days are still before us," he said.

Martino was re-elected to a third four-year term. Also re-elected were Sec.-Treas. William J. Sparks and Vice Presidents George McDevitt, Larry Ahern, Arthur Wood, Ralph Brannon, W. A. Joiner and Angelo Russo. International Rep. Michael Hammond of Jeffersonville, Ind., was elected vice president in the only contested race, over James Middleton of Waukegan, Ill. Hammond will fill the seat of Arthur O. Burns, who is retiring.

Adopted resolutions

Among resolutions adopted by the delegates were measures urging a national industrial policy and plant closing legislation, and opposing the Reagan-backed balanced budget amendment, youth subminimum wage, and changes in social security.

Guest speakers included Rubber Workers President Milan Stone; Dr. Eula Bingham, former OSHA administrator; former AFL-CIO COPE Director Al Barkan; Antonio Harrison of the Democratic National Committee; James Kennedy, executive assistant to AFL-CIO Sec.-Treas. Thomas R. Donahue; Lois Marie Gibbs, heroine of the Love Canal dump site tragedy, and Joseph Lowery, president of the Southern Christian Leadership Conference.

High jobless rate stirs recession fear

Unemployment remained unchanged at 7.4 percent in October, indicating a sluggish economy that could slide into a new recession and a return to double-digit joblessness, the AFL-CIO warned.

"President Reagan shows little or no concern for the millions who can't find jobs, and has no plans or programs to reduce or alleviate unemployment," the federation charged. "Instead, he has just vetoed a much needed youth jobs bill."

Officially, there were 8.4 million workers unemployed in October, the Bureau of Labor Statistics reported.

But the BLS figures ignored many other Americans who suffer some measure of unemployment. They are the 1.2 million who have abandoned their search for jobs because they believe there are none available, and another 5.4 million who are working only part-time because they cannot find full-time work.

The picture is particularly bleak in Michigan, with an official jobless rate of 10.9 percent, as well as Ohio, 9.5 percent, and Pennsylvania, 9 percent.

Blacks, with an unemployment rate of 15.4 percent, and Hispanics, with 10.9 percent, continue to experience the worst of it.

The national rate has remained at 7.4 or 7.5 percent for six months, with the exception of June when it dropped to 7.1 percent, the lowest point since the end of the 1981-82 Reagan Recession.

When Reagan took office, the jobless rate was 7.5 percent and the official number of unemployed was 8.1 million. At the recession's worst point, the rate was 10.7 percent and the number of unemployed workers was 12 million.

"After dropping sharply in the early months of the recovery, unemployment has shown little movement since last May," BLS Commissioner Janet L. Norwood told the Joint Economic Committee of Congress.

Slight jobless change

The major categories of unemployment changed little in October. The jobless rate for adult men fell slightly to 6.3 percent from 6.5 percent in September while the rate for adult women edged up to 6.9 percent from 6.7 percent.

The unemployment rate for teenagers, which has been in the 18-to-20 percent range all year, was 18.8 percent in October.

The number of employed workers grew by 347,000 to 105.6 million over the month, after seasonal adjustment, but that was offset by nearly equal growth in the labor force. Most of the new jobs were in service industries rather than manufacturing.

In testimony to the JEC, Norwood noted that growth in manufacturing jobs "has been quite limited since early in the spring. Indeed, manufacturing has recovered only about 70 percent of the jobs lost during the recession."

The bulk of the new jobs in the service sector occurred in retail trade, probably in anticipation of the Christmas selling season. Over-the-month increases also took place in transportation and public utilities, wholesale trade, and finance, insurance, and real estate, about 25,000 each.

Manufacturing employment rose by 55,000, not enough to recoup the 115,000 decline in September. All of the October increase was in durable goods, with the largest gains in machinery, fabricated metals, and lumber and wood products.

The average workweek of production and nonsupervisory workers fell two-tenths of an hour to 35.1 hours. The manufacturing workweek edged down one-tenth of an hour and factory overtime was unchanged at 3.3 hours, the same level that has prevailed over the past six months.

A separate measure of unemployment that counts the armed forces among the employed showed joblessness at 7.3 percent in October, the same as in September.

Jury slaps LaRouche with $3-million penalty for 'dirty trick' calls

Lyndon H. LaRouche, Jr., a perennial presidential candidate who has circled the outer fringes of American politics, emerged a double loser in a federal district court verdict.

First, LaRouche lost his $150 million libel suit against NBC television and the B'nai B'rith Anti-Defamation League.

The same Alexandria, Va., jury also awarded NBC $3 million in a countersuit stemming from a "dirty tricks" attempt to sabotage a television interview.

NBC programs had portrayed him as a right-wing eccentric whose political cult has been associated with violence, nasty smear campaigns and harassment of opponents. Anti-Defamation League officials had termed him "a small-time Hitler" and pointed to his virulent attacks on Jews over the years.

LaRouche, who lives on a heavily guarded estate in Virginia, said in testimony during the trial that he has no income and pays no income taxes. He described himself as "an economist and philosopher of some significance" and claimed he doesn't know who pays for his food, clothing, travel and lawyer fees.

On the ballot

This year, LaRouche was listed on the presidential ballot of 18 states and the District of Columbia. Four years ago, he contented himself with the Democratic primaries, running in 10 states. But in 1976, as the candidate of something called the U.S. Labor Party, he ran in 26 states and received some 40,000 votes.

A series of articles in the AFL-CIO News two years ago, by Wesley McCune of Group Research, Inc., sought to trace the labyrinth of LaRouche front organizations and his erratic wandering across the political spectrum.

LaRouche began his political career as a self-described Trotskyist communist. In the late 1960s, he turned a wing of the radical Students for a Democratic Society into something called the National Caucus of Labor Committees, which made a specialty of disrupting meetings and making outrageous accusations against LaRouche targets. That became in time the U.S. Labor Party, which, like all of LaRouche's future front groups, carried a misleading name.

His newspaper was called New Solidarity — carrying not the slightest connection with Auto Workers' publication, Solidarity. And the front he has used most recently is the Democratic National Policy Committee.

The LaRouche network includes the Fusion Energy Foundation, which has peddled pro-nuclear publications at airports; the high-priced Executive Intelligence Review, whose correspondents have shown ingenuity in getting access to important foreign dignitaries, and the National Anti-Drug Coalition, whose publications include allegations that wealthy Jews and the British control the world drug trade.

Dubious plots

LaRouche publications have "exposed" plots by the late Nelson Rockefeller and the Central Intelligence Agency to take over the United States and have headlined a "Black International Terrorist Assassination Plot to Kill Lyndon H. LaRouche."

Because of the clear irrationality of his ideological meanderings, LaRouche in recent years has been viewed more as an election-year sideshow than a source of serious concern. An article in the current issue of New Republic magazine may change that perception.

The article, by Dennis King and Ronald Radosh, asserts that LaRouche and people associated with him have had easy access to high officials in the Reagan Administration and were active promoters of the "Star Wars" concept of missile defense during the period when the Reagan Administration's military planners were first exploring the issue. Earlier, he had written of "warfare as the work of God" and said America "must crush forces of evil."

Confirming an assertion in the New Republic article, the CIA acknowledged that LaRouche had met on various occasions with high officials in the CIA.

Over the years, persons associated with LaRouche publications have used the names of prominent newspaper and magazine reporters to reach news sources. Similar tactics are also used to retaliate against perceived "enemies," the libel trial revealed.

Interview sabotage

NBC's successful countersuit against LaRouche was based on the attempted sabotage of a scheduled network interview with Sen. Daniel P. Moynihan (D-N.Y.) to be used in a television news magazine report on LaRouche.

Testimony revealed that a person claiming to be from NBC phoned Moynihan's office to cancel the scheduled interview, while a person claiming to be a Moynihan aide called NBC to say that Moynihan had decided to cancel the interview.

In a pre-trial deposition, LaRouche said he "might" have known about the false calls. At the trial, he claimed that the statement and other portions of the deposition had been "falsified."

SEIU tops union-buster, wins 1,300-member unit

Los Angeles—More than 1,300 employees at Hollywood Presbyterian Medical Center here ignored a heated anti-union campaign run by a hired union-buster and voted by a wide margin to be represented by Service Employees Local 399.

The unit of professional, clerical, technical and service workers voted 632 to 435 for Local 399 in the culmination of a five-month organizing drive begun by the workers in May after the acute care hospital arbitrarily began layoffs and pay and benefit slashes.

Local 399 Sec.-Treas. Gloria Marigny credited the employees' aggressive and dedicated organizing committee for the big National Labor Relations Board election win in the face of a union-busting campaign waged by the hospital and its consultant, Management Science Associates.

Union-busting move defeated at Stanford U.

Stanford, Calif.—By an overwhelming margin, members of Service Employees Local 680 at Stanford University have voted to reaffirm the union as their representative, soundly trouncing a union-busting move by the school's administration.

The unit of technical, maintenance and service workers voted 782 to 424 for continued representation by their local in an Oct. 30 election supervised by the National Labor Relations Board. More than 90 percent of the 1,312 eligible members participated in the vote.

Although the union has represented the employees for well over a decade, the university administration tried to use an amicable internal restructuring of SEIU local jurisdictions as an excuse to pull back its recognition of the unit and to refuse to honor its contract.

Both sides filed unfair practice charges earlier this year, then in September agreed to a new NLRB election to settle the issue.

Local 680 President Linda Crouse praised the local's members for holding steady "against a union-breaking campaign by one of the most powerful institutions in the country."

Crouse said the union had "made history" in a union-busting era "by defeating Stanford's efforts to break us."

The university had agreed before the election to recognize the union if it won and to sign a new contract that will have terms identical to an existing pact which runs through August 1985.

Local 680 was first certified as the Stanford employees bargaining agent in 1973, and in 1980 merged with SEIU Local 715.

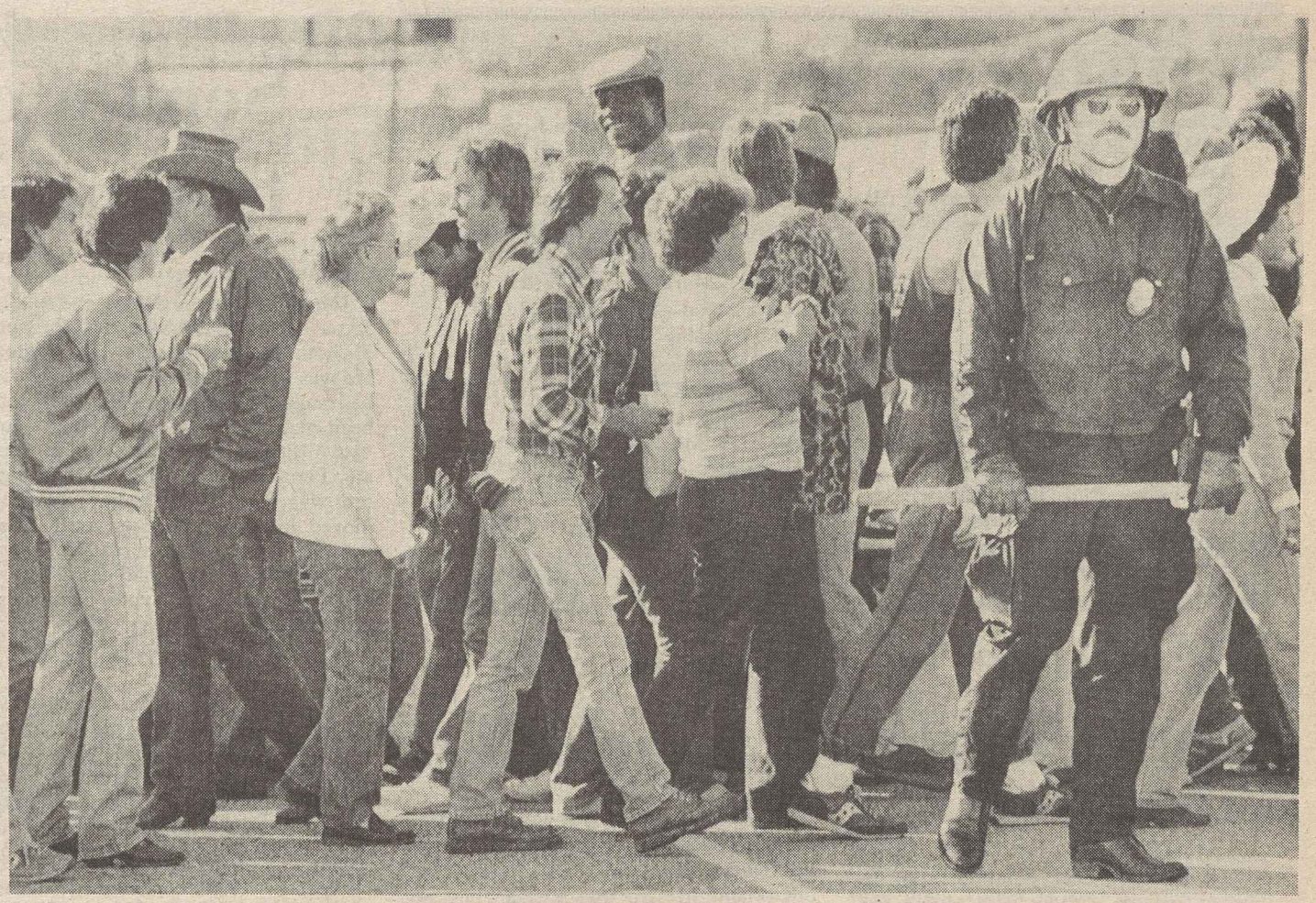
Rechartered local

In December 1983, Local 715 concurred with the Stanford unit's request for a return to its former status, and the SEIU international executive board voted to recharter Local 680.

But the university refused to recognize Local 680, filed unfair practices charges and pushed for a disaffiliation vote.

Ignoring a referendum supervised by the American Arbitration Association — in which Local 680 members voted 630 to 125 to reaffirm the union as their representative—Stanford stopped honoring various contract provisions including dues checkoff and grievance procedures.

That move drew unfair practice charges from the local, but in agreeing to an election, both sides withdrew their charges.



Striking Machinists picket Fort Worth plant of General Dynamics Corp., the largest U.S. defense contractor.

ILGWU assails Labor Dept. for lifting ban on homework

A new Labor Dept. attempt to lift a 40-year-old ban on industrial homework in the knitted outerwear industry leaves employees unprotected and flouts the law, the Ladies' Garment Workers charged.

Under a "final rule" issued by the Labor Dept., an employer who registers with the department will be allowed to farm out the manufacture of knitted garments to persons working at home.

According to the Labor Dept., the registration process will make it possible to check conditions of employment for compliance with the wage-hour law.

ILGWU General Counsel Max Zimny disputed the claim and said the new rule is as "fatally defective" as earlier versions. He said inability of the Labor Dept. to effectively enforce wage-hour requirements would allow unscrupulous employers to evade not just the Fair Labor Standards Act "but social security, immigration, workers' compensation and health and safety laws as well."

Soon after the Reagan Administration took office, Labor Sec. Ray Donovan proposed to lift industrial homework restrictions that have been in effect since 1942 for knitted outerwear, women's apparel, jewelry, gloves and mittens, buttons and buckles, handkerchiefs and embroideries—the traditional "kitchen sweatshop" industries.

In the face of public and congressional outcry, the Administration decided to move first to lift restrictions on knitted outerwear, portraying its action as support for a rustic "cottage industry" in Vermont.

Legal challenge

The ILGWU, joined by the Clothing & Textile Workers, fair employer groups, and several states, mounted a legal challenge and won at the appellate court level.

The court decision, nearly a year ago, found that the Labor Dept. hadn't made a case for changing the long-standing regulations and should get back to enforcing the law if it can't persuade Congress to change a law it doesn't like.

In its latest move, the Labor Dept. went to elaborate lengths to propose various alternatives and seek comments from interested parties. In deciding on an employer certification procedure, the department contended the identification of employers using home workers would overcome any problem of enforcement.

That is all that matters, the department said. The appellate court had noted in its decision that the Labor Dept. had argued that an increase in the employment opportunities for homeworkers was a valid cause for rescinding the ban. But the court held the Labor Dept. hadn't adequately considered the argument raised by the unions that any increase in homework employment would be negated by reductions in the employment and earning power of factory workers.

In its new document, the Labor Dept. dropped the argument of expanded employment opportunities and said the only issue was whether a certification process made enforcement feasible.

The new rule is scheduled to take effect in early December.

Gen. Dynamics strikers battle for pay clause

Fort Worth, Tex.—Some 6,400 members of Machinists Local 776 struck the General Dynamics Corp. plant here after approving the walkout by a vote of 4,936 to 108.

The strike, the first at the plant since 1946, centers on the company's demand to replace the annual wage increases with a 3-percent bonus. The company is also pressing for elimination of the cost-of-living adjustment for some workers. The union is seeking a three-year pact containing annual increases of 8 percent, 5 percent and 5 percent, plus improvements in pensions and insurances.

Negotiations resumed Nov. 6, two days after the strike began. General Dynamics is the nation's largest defense contractor and produces about 15 F-16 fighter planes a month at the plant outside Fort Worth.

While negotiations are proceeding slowly, the mood on the picket line is more intense. On the first day of the strike, the IAM members were confronted by local police SWAT teams while picketing the plant entrances. Eight members were arrested as police used tear gas and water cannons against the strikers.

Traffic backups

General Dynamics employs 16,500 persons here, and each morning thousands of non-union workers cross the picket lines. Traffic backups extend several miles from the plant. Several pickets have been grazed by cars crossing the lines.

General Dynamics has been under fire from a number of unions for its anti-labor tactics. It has also been under scrutiny by House subcommittees for its collective bargaining relations and its worsening job safety problems.

The company was cited recently as one of 65 major manufacturers that paid no income taxes between 1981 and 1983. Earlier this year, it was in the headlines when it was accused of taxpayer ripoffs, such as charging the Air Force $9,600 each for Allen wrenches worth about 12 cents and billing $7,417 for three-inch pieces of wire worth less than 3 cents.

Georgia labor gives priority to improving jobless benefits

Savannah, Ga.—The Georgia AFL-CIO's top legislative goal in the 1985 General Assembly will be to gain passage of a law providing for graduated increases in unemployment benefits.

In a report to delegates at the federation's 28th annual convention here, State AFL-CIO President Herbert H. Mabry called on Georgia Labor Commissioner Joseph Tanner to hold a meeting of the Unemployment Security Council to consider raising jobless insurance benefits from the current maximum of $125 a week to two-thirds of the average insured wage in Georgia.

"This would end the constant process of asking for an increase from the General Assembly each year," Mabry noted.

In other business, the three-day convention adopted proposals supporting the right of public employees to bargain collectively, an agency shop law, state income tax reform, and voter registration by political party.

Re-elected to three-year terms without opposition were Mabry, Sec.-Treas. Martha True and Executive Vice President H. F. Ellington.

Delegates also participated in workshops, and heard from a number of speakers who attacked the record of the Reagan Administration.

Rev. Joseph Lowery, president of the Southern Christian Leadership Conference, called upon delegates to form a new "coalition of conscience" to move America forward. America has grown "cold and callous," he said.

"Whenever a nation tries to cure inflation by making poor folks sick, it's time for a revival," he warned. "Whenever we try to bring down inflation by running up unemployment, it is time for revival. Whenever we put labor rights, civil rights and women's rights on the back burner and then turn off the doggone fire, it's time for a revival."

Millions jobless

AFL-CIO Region 5 Director James Sala charged that Reaganomics has put 30 million people out of work at one time or another in the past four years. Other Administration policies have cut social security and removed people from disability rolls who were rightfully entitled to receive benefits.

Other speakers included Rep. Tony Coelho (D-Calif.); AFL-CIO Vice President Barbara Hutchinson, director of the Government Employees women's department; AFL-CIO Organizing Director Alan Kistler and Bricklayers Political & Legislative Director Joan Baggett.

Kirkland spurs Negro College Fund

AFL-CIO President Lane Kirkland, with the endorsement of the federation's Executive Council, has accepted the invitation of the United Negro College Fund to be the labor chairman for its Dec. 29 national fund-raising telethon.

Kirkland also will be the host of a reception for trade unionists in support of the UNCF to be held on Nov. 19 from 5 to 7 p.m. at the Washington Hilton Hotel.

In urging union officers and members to back the fund's efforts, Kirkland stressed that many UNCF schools are experiencing extreme financial difficulties. Labor support, he said, can help them continue to provide black youth with "equality of opportunity so vital to their future and to the future of our nation."

Senators elected

Alabama—Howell Heflin (D)*
Alaska—Ted Stevens (R)*
Arkansas—David Pryor (D)*
Colorado—William L. Armstrong (R)*
Delaware—Joseph R. Biden, Jr. (D)*
Georgia—Sam Nunn (D)*
Idaho—James A. McClure (R)*
Illinois—Paul Simon (D)
Iowa—Tom Harkin (D)
Kansas—Nancy Kassebaum (R)*
Kentucky—Mitch McConnell (R)
Louisiana—J. Bennett Johnston (D)*
Maine—William S. Cohen (R)*
Massachusetts—John F. Kerry (D)
Michigan—Carl Levin (D)*
Minnesota—Rudy Boschwitz (R)*
Mississippi—Thad Cochran (R)*
Montana—Max Baucus (D)*
Nebraska—J. James Exon (D)*
New Hampshire—Gordon J. Humphrey (R)*
New Jersey—Bill Bradley (D)*
New Mexico—Pete V. Domenici (R)*
North Carolina—Jesse Helms (R)*
Oklahoma—David L. Boren (D)*
Oregon—Mark O. Hatfield (R)*
Rhode Island—Claiborne Pell (D)*
South Carolina—Strom Thurmond (R)*
South Dakota—Larry Pressler (R)*
Tennessee—Albert Gore, Jr. (D)
Texas—Phil Gramm (R)
Virginia—John W. Warner (R)*
West Virginia—John D. Rockefeller IV (D)
Wyoming—Alan K. Simpson (R)*

*Incumbent

Second-term agenda sets renewed attack on workers

By Arlee C. Green

President Ronald Reagan coasted through Election Day, pointing to an unfinished agenda, without ever getting specific as to what that agenda entailed. But the Labor Dept.'s semiannual regulatory agenda, published just prior to the election, is a "laundry list of anti-worker schemes," AFL-CIO President Lane Kirkland charged.

"It includes the whole litany of child-labor abuses, workplace health and safety malpractice and the general demolition of all the other worker protections that the Reagan gang has not yet succeeded in gutting in their first 45 months," Kirkland told delegates to the Flight Attendants' executive council meeting in Seattle.

He said the agenda announces Reagan's intentions to:

- Impose a youth subminimum wage on a broader group of full-time students.
- Reduced the limits on working hours for 14- and 15-year-old children.
- Weaken OSHA standards on leading carcinogens.
- Undermine safety and health regulations by reducing employer record-keeping and denying workers access to those records.
- Exempt some coal companies from contributing to black-lung funds.
- Weaken civil rights by exempting federal contractors from affirmative action programs.

Kirkland stressed that Reagan had not mentioned these intentions during the campaign and "if asked, he would almost certainly promise never to carry them out."

The Labor Dept., a few days before the election, did release its final rules removing the protections on industrial homework for the home knitting industry. **(Story, Page 3.)**

Key among the regulatory items on the Labor Dept.'s agenda are proposed health and safety rules. Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, charged that the Labor Dept. is "continuing its deregulatory agenda. There is no public support for weakening the lead standard or the cancer policy or for rolling back the medical records access rule."

Deadlines delayed

The semiannual agenda was published in the Federal Register on Oct. 22, 1984, updating the agenda published on Apr. 23, 1984. In the interim, the estimates on departmental action were revised, pushing the standards back an average of nine months.

Seminario said, "It's only those areas where the Labor Dept. is pushed to issue standards that any are produced. Otherwise, the deadlines keep being pushed back and pushed back, while the Office of Management & Budget works to weaken them."

She said it's ironic that this Administration, which claims to have brought in efficient management from the business community, has been "unable in four years to meet any deadlines, other than court-imposed ones."

Under the Carter Administration, eight new standards were issued, she said, while only two have been produced by the Reagan Administration. The ethylene oxide standard was produced under court order, while the hazards communication standard came at the request of manufacturers.

Seminario also charged that the Labor Dept.'s agenda plans no action for standards on formaldehyde, butadiene, neurotoxins or reproductive hazards.

Kirkland pledges support to striking Masters, Mates

AFL-CIO President Lane Kirkland pledged that the federation will provide "all possible assistance" to the Masters, Mates & Pilots in the union's struggle for a fair contract with five tanker companies.

The MMP struck the tanker owners Oct. 3, two days after negotiations for a new contract broke off. The union had reached accord for a new three-year contract with dry cargo carriers in July, but the tanker operators refused to renew their agreement.

In a letter to MMP President Robert Lowen, Kirkland said the employers "are engaged in a flagrant attempt to bust your union and destroy the conditions of employment" that licensed deck officers have attained over the past 50 years.

Since the start of the walkout, the tanker owners have attempted to keep their fleets operating with non-union crews.

"By replacing qualified licensed deck officers of the MMP with scabs, they are putting at risk the safety of these ships and crews," Kirkland stressed.

The struck firms are Marine Transport Lines, Maritime Overseas Corp., Trinidad Corp., Moore McCormack Bulk Lines and Keystone Tankship Corp.

Kirkland said federation staff representatives as well as affiliated unions and local central labor councils in port cities will be called on to assist the MMP with picket lines and demonstrations. The MMP is an affiliate of the Longshoremen.

After Democratic gains

Senate changes point to moderate majority

Continued from Page 1

Illinois—The new senator is Paul Simon, 55, a "downstater" who had the support of both factions of Chicago Democrats. He was able to win over many voters who had supported Percy in the past but had been alienated by his increasingly conservative tilt. During three terms in the Senate, Percy's cumulative COPE voting record was 50-percent "right." But he had moved increasingly closer to the Reagan position to court conservative voters. In the last two years, he had cast 20 "wrong" and only six "right" votes on issues important to labor. Simon's COPE record, in his five terms in the House was 80 percent "right."

The campaign became increasingly bitter as polls showed the lead seesawing. A late television commercial by Percy, which may have backfired in terms of support, sought to portray Simon as an admirer of Iran's Ayatollah Khomeini because of an effort he made to gain the freedom of the American hostages.

Iowa—Republican Roger W. Jepsen, seeking a second term, tried to persuade Iowans that Tom Harkin, a five-term congressman with a 73-percent COPE record, was "too liberal" for the state. Iowans were not persuaded. They did not seem dismayed by Jepsen's attack on Harkin for voting against the balanced budget constitutional amendment. Jepsen's personal problems contributed to a decisive victory for his Democratic opponent.

Kentucky—Two-term Democrat Walter D. Huddleston, a moderate who appeared in close tune with his constituents, ran up against an aggressively negative campaign by Republican challenger Mitch McConnell, 32, that turned the polls around. A witty series of television commercials attacking Huddleston was a factor. The margin was close, but Huddleston with a 71-percent COPE record will be replaced by a senator who says he will carry on "the Reagan revolution."

Tennessee—There was no cliffhanger here as Democrat Albert Gore, Jr., who had the State AFL-CIO endorsement even before he formally declared his Senate candidacy, won an expected victory. Victor Ashe, a former state legislator who hoped to keep the seat Republican, told reporters "the only thing that went wrong was that my opponent got more votes than I did." A conservative fundamentalist running as an independent was not a factor.

West Virginia—To succeed the venerable Jennings Randolph, who is retiring, West Virginia is sending Gov. John D. Rockefeller IV, 47, to the Senate. Jay Rockefeller's victory was expected, but his margin over business executive John R. Raese was less than earlier anticipated. Both candidates are wealthy and campaign spending was high. But Reagan coattails weren't long enough for the Republican.

Massachusetts—The retirement of popular Democrat Paul E. Tsongas and a pair of primary upsets led Republicans to hopes of snatching a Senate victory here. Republicans saw Lt. Gov. John F. Kerry, 40, as "too liberal" to win in a year when Ronald Reagan was riding high. But it turned out that Massachusetts voters found Republican businessman Raymond Shamie to be too conservative.

Michigan—Astronaut turned politician Jack Lousma was the Republican "possibility" in Michigan. But incumbent Democrat Carl Levin, with a 95-percent COPE record, held off the challenge.

Nebraska — Incumbent Democrat J. James Exon is about as conservative as northern Democrats come and was supposed to be an easy winner. He did win, but not by much, over a little-known Republican, Nancy Hoch.

North Carolina—The most publicized Senate contest in the nation saw Republican Jesse Helms win a third term, beating off a strong challenge from Gov. James B. Hunt, Jr. Hunt is a moderate conservative, while Helms operates from the outer fringes of the Republican right wing.

Texas—Liberal Democrat Lloyd Doggett won his party's Senate nomination in a divisive and hard-fought primary. He had strong and enthusiastic labor support, but the winner, as expected, was Phil Gramm, the boll weevil Democratic congressman who turned Republican. The state's three-time Republican senator, John Tower, did not seek re-election. Gramm has a 12-percent "right" COPE score.

Minnesota—Incumbent Republican Rudy Boschwitz won a second term as expected. But his Democratic opponent, Minnesota Sec. of State Joan Growe, gave him a strong challenge.

In other Senate contests, Republicans re-elected were Ted Stevens in Alaska; William L. Armstrong, Colorado; James A. McClure, Idaho; Nancy Kassebaum, Kansas; William S. Cohen, Maine; Thad Cochran, Mississippi; Gordon J. Humphrey, New Hampshire; Pete V. Domenici, New Mexico; Larry Pressler, South Dakota; Strom Thurmond, South Carolina; Mark O. Hatfield, Oregon; John W. Warner, Virginia, and Alan K. Simpson, Wyoming.

Democrats re-elected also included Howell Heflin, Alabama; David Pyror, Arkansas; Sam Nunn, Georgia; Joseph R. Biden, Delaware; J. Bennett Johnston, Louisiana; David L. Boren, Oklahoma; Max Baucus, Montana; Bill Bradley, New Jersey, and Claiborne Pell, Rhode Island.

AFSCME gains 6,000 at University of Iowa

Des Moines, Iowa—The State, County & Municipal Employees won bargaining rights for some 6,000 clerical workers employed by the University of Iowa system in Des Moines, Ames and Iowa City. AFSCME was chosen by a vote of 2,377 to 1,610, reversing the result of a year earlier when the union lost by 67 votes.

Equal pay for jobs of comparable worth was a key organizing issue, sparked in part by Iowa Gov. Terry Branstad's veto of portions of a union-backed pay equity bill.

AFSCME President Gerald W. McEntee said the union intends to press hard for pay equity for the clerical workers.

Albert Gore, Jr.

Tom Harkin

John Kerry

John D. Rockefeller IV

Governors elected

Arkansas—Bill Clinton (D)*
Delaware—Michael N. Castle (R)
Indiana—Robert D. Orr (R)*
Missouri—John Ashcroft (R)
Montana—Ted Schwinden (D)*
New Hampshire—John H. Sununu (R)*
North Carolina—James G. Martin (R)
North Dakota—George Sinner (D)
Rhode Island—Edward D. DiPrete (R)
Utah—Norman H. Bangerter (R)
Vermont—Madeleine M. Kunin (D)
Washington—Booth Gardner (D)
West Virginia—Arch A. Moore, Jr. (R)

* Incumbent

Republican gain of one governorship leaves Democrats with 34-16 majority

By James M. Shevis

Democrats defeated sitting Republican governors in two states and put in the first woman governor in Vermont's history as they resisted GOP gubernatorial attempts to ride Ronald Reagan's coattails to statehouse victories.

When all the votes were counted, eight of the 13 governors' seats that were up this year went to Republicans. But since seven of the contested seats were already held by the GOP, the Republicans were limited to a net gain of just one.

As a result of the virtual standoff, Democrats still control 34 governors' offices to the Republicans' 16. The last time the Republican Party held a majority of statehouses was in 1969, when it had 32.

The two Republican governors swept out of office were in North Dakota and in Washington. North Dakota Gov. Allen I. Olson was upset by Democratic State Rep. George Sinner, who had the endorsement of COPE. Washington Gov. John Spellman lost to another COPE-endorsed candidate, Pierce County Executive Booth Gardner.

The defeats tempered GOP celebration over wins against Democratic gubernatorial candidates in North Carolina, Rhode Island, Utah, West Virginia, New Hampshire, Delaware, Indiana and Missouri.

Democrats scored another satisfying victory in Vermont, where former Lt. Gov. Madeleine M. Kunin squeaked past Atty. Gen. John J. Easton, Jr., to become the state's first female governor and only the third Democrat to hold the office in 130 years.

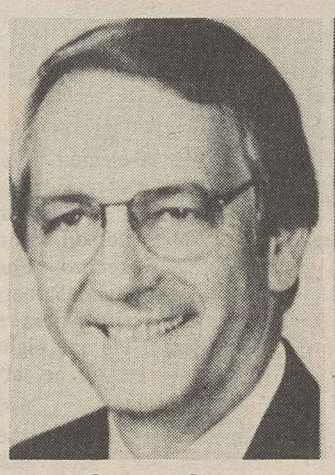
In the tightest governor's race this year, the vote count seesawed throughout Election Day and came up finally in favor of Kunin, 50.06 percent to Easton's 48.48 percent. Three minor candidates accounted for the negligible remaining fraction.

No recount

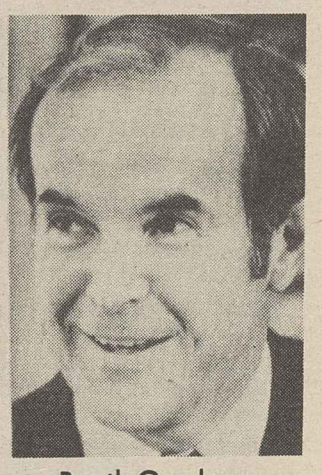
Easton held back his concession until Wednesday, then said he would not contest the vote or ask for a recount even if the final tally failed to give Kunin the one vote plus 50 percent of the ballots needed to win under the state constitution.

Kunin, 51, succeeds Richard A. Snelling, who retired. She lost to Snelling two years ago, but gained considerable prominence in winning 44 percent of the vote.

Kunin joins Martha Layne Collins of Kentucky as the nation's only female governors. She is only the seventh woman in U.S. history to serve as a state governor.


George Sinner

Madeleine Kunin


Booth Gardner

In a close race in Puerto Rico, two-term incumbent Gov. Carlos Romero Barcelo conceded the contest to former Gov. Rafael Hernandez Colon. Romero Barcelo, who campaigned on a pledge to press for U.S. statehood for the commonwealth, had edged out Hernandez Colon in 1976 and 1980. Hernandez Colon has said he will not push the statehood issue for the island, whose residents are U.S. citizens.

Here are highlights of other contests:

Arkansas—Incumbent Democrat Bill Clinton won by a landslide over Republican contractor Woody Freeman to become the state's first governor since Orval Faubus to serve three terms. Clinton had strong labor backing.

Delaware—Republican Lt. Gov. Michael N. Castle, a protege of outgoing Gov. Pierre S. (Pete) du Pont IV, who was ineligible to seek a third term, beat former State Supreme Court Justice William T. Quillen, a Democrat.

Indiana—Incumbent Republican Robert D. Orr won a second four-year term, defeating Democratic State Sen. W. Wayne Townsend. In this highly conservative state, the GOP now has engineered five straight gubernatorial victories.

Missouri—Atty. Gen. John Ashcroft, a gospel-singing Republican with an old-fashioned conservative appeal, defeated Democratic Lt. Gov. Kenneth J. Rothman. The outgoing Republican governor, Christopher S. (Kit) Bond, was constitutionally barred from seeking a third term.

Montana—Incumbent Democrat Ted Schwinden easily defeated Republican State Sen. Pat Goodover for a second four-year term. A highly popular leader, Schwinden put economic development and careful control of state expenditures at the top of his priority list. He was endorsed by COPE.

New Hampshire—Incumbent Republican John Sununu rolled to easy victory over State House Minority Leader Chris Spirou. No New Hampshire governor in this century who has sought a second term has been denied one.

North Carolina—Rep. James G. Martin became only the second Republican governor in North Carolina this century in defeating Atty. Gen. Rufus Edmisten. Martin succeeds Democratic Gov. James Hunt, who left office to fight a bitter, losing battle to oust conservative Republican Jesse Helms from his Senate seat.

Rhode Island—Cranston Mayor Edward D. DiPrete became the first Republican in 16 years to win the governor's mansion by defeating State Treas. Anthony J. Solomon in a lopsided victory. DiPrete succeeds J. Joseph Garrahy, a Democrat, who did not seek re-election.

Utah—House Speaker Norman H. Bangerter became the state's first Republican governor in 20 years, turning back former Rep. Wayne Owens in a contest to succeed retiring Democratic Gov. Scott Matheson.

West Virginia—Former Republican Gov. Arch A. Moore, Jr., won a tight race against House Speaker Clyde M. See, Jr., for a seat vacated by Democratic Gov. John D. (Jay) Rockefeller IV, who was ineligible to seek a third term and won the Senate seat vacated by retiring Democratic Sen. Jennings Randolph.

Novelty Workers raise per capita, press organizing

New York—A special convention of the Novelty & Production Workers unanimously approved increases in the union's per capita payment and minimum local union dues among a number of other constitutional changes considered. The delegates also realigned the top leadership, including a change in the office of secretary-treasurer.

An urgent appeal by President Julius Isaacson pointed out that the union was being squeezed financially between rising administrative costs and a membership decline caused by a rising flood of imports. The delegates responded by approving an increase, effective next Jan. 1, of 30 cents —from $2 to $2.30—in the monthly per capita payment with the understanding that the situation will be reviewed at the next regular convention in 1986. They also voted for a two-stage increase in local union minimum dues—from $10 to $13 monthly, effective Jan. 1, 1985, with an additional $1 a year later.

After accepting with regret the resignation of Sec.-Treas. John Serpico, who had served in that capacity for the past decade, the delegates unanimously elected Donald Terlap to fill the unexpired term. Elected as international vice presidents were Tom Tscicouris and George Goldman, while Rocco Miranti and Maria Basillio were named to the general executive board.

In other constitutional changes, the delegates voted to reduce the size of the executive board and redefine the functions of the two top officers. The convention voted to launch an intensive organizing drive in the doll and toy industry.

Voters reject right-wing schemes for tax curbs

By Susan Dunlop

With the help of strong campaigns by state labor movements, voters in California, Michigan and Nevada soundly rejected job-destroying tax limitation measures on their ballots and handed right-wing supporters of the revenue-slashing proposals a series of stinging setbacks.

A similar proposal in Oregon appears headed for defeat in a close contest.

Altogether, voters in 43 states and the District of Columbia dealt with some 236 issues on their ballots, including a number of special concern to labor.

In California, a state which commonly has a wide range of questions on its ballots, the State AFL-CIO successfully opposed the tax limitation measure and also beat down a congressional reapportionment scheme that would have favored the state's Republican minority. Voters also agreed with the federation's opposition to a plan to limit campaign contributions to unreasonably low levels, and they turned back an attempt to slash state welfare and medical programs for the needy.

Tax plan

The tax limitation plan would have required a two-thirds majority in the state legislature to raise state taxes and a two-thirds popular vote to raise local taxes and fees.

It also included a tax rebate system that would have given money back to Californians who had bought homes before 1977, while raising taxes for most other homeowners.

Both the labor movement and the business community branded the measure as destructive and unfair. The idea was the latest brainchild of Howard Jarvis, the force behind California's destructive Proposition 13 tax limitation, passed in 1978.

Right-wing setback

A strong labor-business-government coalition in Michigan was the key to that state's 3-to-2 shellacking of a right-wing sponsored tax rollback and limitation initiative.

Had it passed, the measure that the Michigan AFL-CIO called "a gun pointed at the heart of the state" would have eliminated thousands of jobs, jeopardized unemployment compensation, and crippled the state's education system and human services programs.

The initiative would have rolled back a crucial 1983 tax increase to 1981 levels and would have required a voter referendum on future increases while imposing stiff prerequisites for raising various fees and tuition.

The tax initiative on the Nevada ballot, defeated with the State AFL-CIO's assistance, would have applied a stringent requirement of a two-thirds majority in the legislature to approve tax increases. Had it gotten by, as few as eight legislators could have blocked any tax increases.

The race is tight in Oregon where voters by a slim margin are agreeing with the State AFL-CIO's opposition to a property tax limitation that could have cut some local revenues by as much as 40 percent. Final results depend on the tally of absentee ballots.

In a sampling of other ballot isssues decided around the nation:

- New Jersey voters approved two labor-supported bond issues including a measure to cover improvements in the state's mental institutions. The state also was given authority to dedicate 2.5 cents of its 8-cent gasoline tax to guarantee its revenue bonds. Both measures are expected to create several thousand new jobs.

No tax on benefits

New Jersey voters also voted more than 3-to-1 approval of a constitutional amendment prohibiting the state from taxing social security or railroad retirement benefits. The state does not tax the benefits now, but the measure represented a response to changes pressed by the Reagan Administration to permit some federal tax bites in retirees' checks.

- Strong support from the Missouri AFL-CIO helped persuade voters to approve two ballot questions that would permit state and local governments to pay for medical benefits for employees' dependents and provide cost-of-living increases for retirees.

- The West Virginia AFL-CIO convention voted earlier this year to back a proposal for a state lottery expected to help finance the state's school systems, and the voters agreed. But a package of other education-linked measures, including a 1-percent state sales tax hike, was turned down.

A labor-backed plan to provide low-interest home loans to Vietnam War veterans was approved.

Health care rules

- In Arizona, voters agreed with the State AFL-CIO and turned down five complex and confusing health care industry regulation measures. The federation successfully opposed attempts to make strikes by public employees illegal, and voters also turned aside an attempt at a tax limitation scheme. A measure that would weaken the state's prevailing wage law appeared headed for passage, however.

- In Idaho, voters said no to a Republican scheme to change the state's congressional apportionment rules in their favor and nullify a state supreme court decision. On the same ballot, voters decided against a measure to end the sales tax on food.

- The Colorado AFL-CIO successfully supported a "motor voter" registration program that will permit citizens to register to vote when they obtain or renew their licenses.

House results dash Republican hopes

Election pickup falls short of recouping 1982 losses

Continued from Page 1

said the election proved that President Reagan "is a very popular man," but at the same time, "the voters sent Democrats to Congress as a safety net for the American public."

Any tilt to the Republicans, nevertheless, can make a difference on close votes. And the newly elected House will be at least marginally more conservative than the outgoing body. But it will still be the Democratic leadership that controls the agenda and determines in large part what bills will come out of committee.

The ideological shift in the House is less than the party change, since about half the Republican gain came in southern states where many of the changes merely replaced conservative Democrats with more conservative Republicans. North Carolina and Texas accounted for half the Republican gains.

There were only single-seat GOP gains in such big states as California, New York and Michigan—all of which continue to have large Democratic majorities in their congressional delegations. Democratic gains added to the party's congressional majority in Illinois and tilted control of the Ohio House delegation from Republican to Democratic.

These are some of the House races that drew special attention:

Alabama—Republicans held on to the Mobile district, with Sonny Callahan, a former Democrat, succeeding retiring Jack Edwards. And threatened Democrat Ben Erdreich won his Birmingham area district for a second term.

Arizona—In increasingly conservative Arizona, Democrat James F. McNulty, Jr., lost his second-term bid to the Republican Jim Kolbe, who he defeated in 1982.

Arkansas—Republican incumbent Ed Bethune ran for the Senate this year and lost. His Little Rock seat was taken by County Sheriff Tommy Robinson, a somewhat maverick Democrat.

California—Forty-four of California's 45 House members were re-elected. The loser, in the conservative Orange County district he had represented for five terms, was Democrat Jerry M. Patterson, who had an 84 percent COPE record. The winner is conservative Republican Robert K. Dornan, who formerly represented a nearby congressional district. He had eight right and 101 wrong votes before he left Congress in 1982.

Colorado—An open seat left by the retirement of Democrat Ray Kogovsek was taken by Republican Michael L. Strang, a relative moderate.

Connecticut—Two Democrats were in especially tight races this year. Bruce A. Morrison won a second term. But William L. Ratchford lost his bid for a fourth term to Republican John G. Rowland in the Waterbury-Danbury district.

Georgia—Five-term Democrat Elliott H. Levitas, from suburban Atlanta, had only a 47 percent COPE record. But Republican Patrick Swindall, 33, argued that he was too liberal for the district and won an upset victory.

Idaho—Republican incumbent George Hansen sought an eighth term even though he faces prison for filing false financial disclosure statements. The unofficial tally, obviously subject to revision, gives a 67-vote victory to Democrat Richard Stallings in a district that went hugely for Reagan.

Illinois — In the Champaign-Urbana area, Republican Daniel B. Crane's three-term COPE record was a dismal 8 percent. A misconduct censure by the House helped bring about his defeat by Democrat Terry Bruce. His equally conservative brother, Philip, won an eighth term from a suburban Chicago district. An open Illinois district, given up by Democrat Paul Simon for his successful run for the Senate, stayed Democrat. Former Congressman Kenneth Gray was the winner.

Indiana—If the initial tally holds up, Democrat Frank McCloskey has won a second term in the Evansville area. But election is still being listed as undecided.

Illinois Democratic Rep. Paul Simon is congratulated on his election to the Senate by Chicago Mayor Harold Washington at a victory celebration.

Iowa—While Democrat Tom Harkin went to the Senate, his southwest area seat was snared narrowly by Republican Jim Ross Lightfoot.

Kentucky—Carl C. "Chris" Perkins, the new Democrat from the Ashland district, fills the seat of his late father, Carl D. Perkins, who headed the Education & Labor Committee.

Maryland — Democrat Clarence D. Long, 75, tried to beat former Federal Maritime Commission Chairman Helen Delich Bentley, 60, for the third time in a row. Long, an 11-term veteran, fell narrowly short.

Michigan—Republican Bill Shuette, 30, began running against three-term Democrat Donald J. Albosta 18 months ago and finally overtook him in an upset. He was helped by lots of business PAC money.

Mississippi—In a rematch in the black majority Delta district, Republican Webb Franklin won a second term. Democrat Robert Clark narrowly missed becoming the state's first black congressman.

New Hampshire—Democrat Norman E. D'Amours gave up the 1st District seat to run for the Senate. Conservative Republican Robert C. Smith beat liberal Democrat Dudley Dudley to fill it.

New Jersey—A court-ordered redistricting knocked out 11-term Democrat Joseph G. Minish, who had 258 right, 22 wrong COPE votes. The realigned district was won by the Republican leader in the state Assembly, Dean A. Gallo, 48.

New York — The Westchester County district of retiring Democrat Richard L. Ottinger was won by Republican Joseph D. DioGuardi, 44, a Reagan clone. The Queens district represented by Geraldine Ferraro stayed Democratic, with City Councilman Thomas J. Manton.

North Carolina—The Senate contest wasn't the only political upheaval in the Tarheel state. Conservative six-term Democrat Ike Andrews narrowly lost to conservative Republican William Cobey, Jr. Somewhat less conservative Robin Britt of Greensboro lost his second-term bid to Republican Howard Coble. Relatively liberal James Clarke was defeated by the former Republican Congressman Bill Hendon, whom he ousted two years ago. Clarke had a 64 percent COPE record; Hendon had 23 percent. But the seat that nine-term Republican James G. Martin gave up to run for governor was taken by Democrat D. G. Martin, no relation.

Ohio—In the Youngstown area, battered by the steel industry's decline, County Sheriff James A. Traficant, Jr., won an upset victory for the Democrats. He beat three-term Republican incumbent Lyle Williams, a moderate who rated high on constituent services.

Pennsylvania—Five-term Democrat Bob Edgar, in a Republican Delaware County district, figured to have a close election. He did, but he won if a 124,054 to 123,-573 margin holds up.

Texas—A four-seat Republican gain, but a less significant change ideologically. Five-term Democrat Jack Hightower lost to Beau Boulter in the 13th District. Bill Patman, seeking a third term, lost to Republican Mac Sweeney in the 14th District. The 19th District seat given up by conservative Democrat Kent Hance when he sought the Senate nomination was taken by Republican Larry Combest. The only Democrat with more right than wrong COPE votes who lost was Tom Vandergriff of Arlington. He won his first term two years ago with just 50.1 percent of the vote. Vandergriff was edged out in a cliffhanger by Republican Richard Armey, a supply-side economics professor.

Utah—The open seat being given up by Republican Dan Marriott brought a match-up between a relatively liberal Democrat, Frances Farley, and Republican Lt. Gov. David Monson. The Republicans' tiny lead could be reversed on a recount.

Donahue calls Africa unions force for democratic change

Free, democratic trade-union movements act as a "change agent" in society, working to safeguard the dignity of the individual, AFL-CIO Sec.-Treas. Thomas R. Donahue told graduates of the African-American Labor Center's first advanced trade union leadership seminar.

"We seek more and better, and so we threaten those who hold power. That being true, we need strength—the strength of the institution," Donahue told the class of 17 labor leaders from nine African countries.

"We have seen countless examples of the ability of ideas and emotions to change nations. But we've also seen time and time again that unless the change is supported by vibrant, democratic institutions, it will be swept away or corrupted.

"So we seek to build our unions as strong and lasting institutions, able to challenge our opponents and to do battle for our ideas and ideals in whatever way is necessary."

Through their month-long visit to the United States, Donahue noted, the African leaders were able to learn ways of strengthening their unions, linking themselves and their institutions with their American counterparts in the continuing struggle for "bread, peace and freedom."

Earlier, the graduates were greeted by Federation President Lane Kirkland at AFL-CIO headquarters.

As guests of the AALC, the African trade unionists participated in high-level leadership training. In collaboration with the University of the District of Columbia, AALC conducted classes in comparative trade unionism, the historical development of trade unions, structure and functions of trade unions, labor economics, collective bargaining, and worker education.

Guest lecturers addressed the foreign union leaders. Classes were held at the Masters, Mates & Pilots training center in Linthicum Heights, Md.

Countries represented by the graduates were Botswana, Ghana, Kenya, Lesotho, Liberia, Mauritius, Sierra Leone, South Africa and Zimbabwe.

African trade unionists with AFL-CIO Sec.-Treas. Thomas R. Donahue and staff of the African-American Labor Center and the University of the District of Columiba folowing completion of leadership training course.

EDITORIALS

Thanks, Fritz and Gerry

WALTER MONDALE has criss-crossed the country this past year, calling attention to the issues he thought should concern the American people and advocating solutions.

In the end, he lost the election. By a 59 percent to 41 percent margin, voters chose to stick with the incumbent President.

Mondale and Ferraro deserve the gratitude of the American people—including those who voted for their opponents—for having so ably performed an essential role in the democratic process.

It is the duty of a political opposition to propose an alternative program and to present to the electorate candidates who can articulate such a program and who have the ability and desire to carry it out.

This, the Democratic Party did.

It chose its candidates through a selection process that took months to complete and reached to every part of the nation. It sought out the views of a diversity of individuals and organizations to put together a platform adopted in open convention.

Would another candidate have done better against such a personally popular incumbent President?

Possibly yes, but probably no. Certainly not if you believe that a candidate should be judged on issues and ability.

SOME YEARS back, many of us will recall, Richard Nixon lost a campaign for governor of California. The press had never liked him, he complained at a post-election news conference. His political career presumably ended, he told the reporters bitterly that "you won't have Dick Nixon to kick around any more."

An equally weary Mondale met with reporters in the aftermath of his presidential defeat.

He was asked some blunt questions, and answered them gracefully. This is what he said in one response:

"I did my best and I worked my heart out. I was the nominee of the Democratic Party and I made my case with all the strength I could. I believe that I was right. I think I made a strong case.

"I think history will deal kindly with this campaign and with the record it made."

Indeed it should, and we think it will.

Continuing Tasks

THIS EDITORIAL could have been written before the presidential election, because it would have been equally valid if the outcome had been different.

This trade union movement of ours exists to serve the interests of America's workers and to express their aspirations. It will continue to do so.

In the best sense of the phrase, the AFL-CIO has sought to serve as "the people's lobby" in dealing with Congress and the White House. It will continue to do so.

In defense of our nation and of the ideals for which it stands, this union movement has been staunchly patriotic and will ever be so.

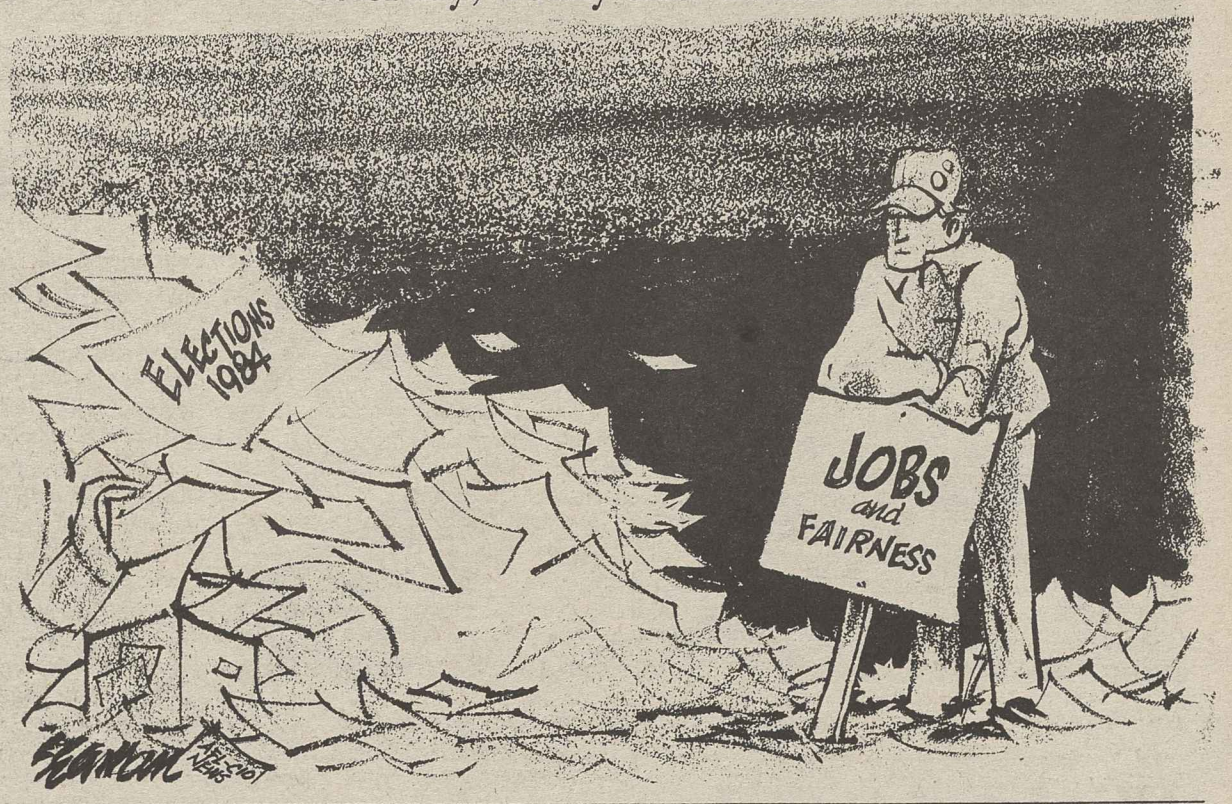
Our unions have fought to achieve fairness in the workplace and have advocated programs to achieve fairness throughout our society. These efforts will be undiminished.

Labor is concerned about the permanent loss of industrial jobs, and by the lack of concern of people in a position to do something about it. The search for a solution demands the best efforts of labor and management—and, yes, government. There are no separate Democratic or Republican, liberal or conservative answers to this problem.

The concerns that unite the otherwise diverse body of working men and women who make up the trade union movement are not limited to election years.

Unionism is not a sometime thing.

Yesterday, Today and Tomorrow...



Washington Window

Patchwork health system denies care to millions

By Press Associates, Inc.

The nation's patchwork health care system is sick. It is plagued by years of price-gouging by doctors and hospitals, by Reagan budget cuts, and by lack of planning at the local, state and national levels.

Unless you're rich, getting sick is likely to cause financial pains. If you're poor, near-poor or unemployed, you probably can't afford to get sick.

If you're a Medicare or Medicaid patient, or even a worker with employer-paid medical insurance, you're almost certain to be paying more out-of-pocket costs, or receiving less coverage, or both. Millions of Americans are not covered by any health plans.

These are among the findings of a blue-ribbon Citizens' Board of Inquiry into Health in America, which this year conducted field hearings in 10 cities across the country. Chaired by Arthur S. Flemming, President Eisenhower's Secretary of Health, Education & Welfare, the panel heard from people who usually get scant attention in health care studies, despite their intimate knowledge of the subject: health care consumers themselves. Here are some of their stories:

Anna Mae Allen, 78, a widowed former homemaker in Harrisburg, Pa., scrapes by on social security benefits of $395 a month. She pays $67 a month for prescription drugs that Medicare doesn't cover.

Limited by funds

Allen said, "I don't see the doctor as much as I ought to because I just don't have the money for the co-payments and the deductibles. I go to the doctor when I have money to go."

Mattie Cole, a 25-year-old mother on public assistance in Vicksburg, Miss., spent 16 days in intensive care due to complications from the birth of her daughter last January. After being readmitted to the hospital for follow-up surgery, she was forced to leave without treatment because of cutbacks in the Medicaid program. With a back infection and catheter tubes still in place, "they told me I had no more Medicaid days and that I either had to pay $300 a day or leave."

Helen Freimund, 60, of Racine, Wis., has been unable to find full-time work since her auto plant shut down 12 years ago. She barely survives on part-time minimum wage work, while her private insurance rates swallow a third of her income.

Double rip-off

Art Frank, 71, a Broward County, Fla. retiree, declared, "The medical profession and the hospitals are ripping people off."

"My wife needed brain surgery," Frank said. "That was bad enough, but then every doctor under the sun came in on this—they just kept shooting the price up. It was unfair."

"The whole case cost over $30,000. I didn't pay all that; that was mostly on Medicare and Blue Cross. But, now, half of our money goes for doctors and hospitals, Frank said.

Frank Lumpkin, 67, of Chicago was thrown out of work when his steel mill shut down four years ago. "We suddenly realized that we had lost all protection for our families. We had no medical insurance."

"Can you imagine telling your kids not to play outside for fear of an accident because you couldn't go to the hospital?" Lumpkin stressed. He said he and his fellow jobless workers were told they weren't poor enough for Medicaid.

"Out of 2,800 hourly workers, over 400 have died in the four years since our plant closed without warning," said Lumpkin. "If we had had medical care, if we didn't have to worry about medical care for our families, some of those 400 would have been alive today."

"We demand a federal health plan to cover everyone—the employed and the unemployed," Lumpkin told the panel.

AFL-CIO news

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Walter Mondale greets supporters prior to his concession message.

Split-ticket verdict

Voters salute Reagan but reject his program

Continued from Page 1

single-seat Republican gain and leaves Democrats with a 34-16 majority.

But Reagan's personal triumph was impressive, especially in his near sweep of electoral votes. Only Minnesota and the District of Columbia were out of his grasp.

The once solidly Democratic South aligned itself with the bloc of southwestern and mountain states in giving Reagan his most one-sided victory margins. The West Coast and a tier of populous eastern and midwestern states were less responsive to the Reagan charisma.

Reagan's electoral vote total was a record high, but his popular vote margin had been exceeded in two of the past five presidential elections—by Democrat Lyndon B. Johnson, who polled 61.1 percent in 1964, and by Republican Richard M. Nixon, who was re-elected in 1972 with 60.7 percent of the vote. In each case, the presidential election that immediately followed was won by the opposite party.

In defeat, Mondale and Ferraro left the political arena with the respect and good will of Democrats and Republicans alike.

Mondale had started the campaign with the handicap of a grueling primary season in which, as the frontrunner, he was the chief target of criticism from other contenders and their supporters. But he left the San Francisco nominating convention with his party united and overwhelmingly enthusiastic about Mondale's choice of Ferraro as vice presidential candidate.

In his acceptance speech at the convention, Mondale took a bold step which brought him high grades from the knowledgeable, but may have cost him votes.

Under Reagan, the deficit had soared through a combination of tax cuts and heavy increases in military spending. The only way to bring it under control without unacceptably deep slashes in defense or social security, Mondale said honestly, is to regain some of the revenue lost by tax cuts that had been tilted heavily to benefit the wealthy. He outlined a plan to do this and challenged Reagan to tell the American people before the election what his plan was.

Instead, Reagan insisted that "economic growth" will take care of the deficit, and the thrust of his counterattack on the Democrats was that these are the people who want to raise your taxes.

Ferraro's campaign became mired for a time in the controversy over disclosure of her husband's tax returns. But she surmounted that issue with a demonstration of competence, wit and grace under fire in a 90-minute news conference. As the campaign went on, she generated enthusiasm in city after city across the country.

Presidential image

It was clear, however, that most people wanted the optimistic reassurance generated by Reagan and that his genial image was blocking out the very right-wing platform on which he ran.

Only once was Reagan truly vulnerable —after the first debate with Mondale in which the President appeared at times befuddled and uncertain. The polls showed a post-debate shift to Mondale.

Reagan was off on his facts in the second debate as well, but the slips weren't evident.

At the end, there were huge crowds and enthusiasm for Mondale and Ferraro — nearly 37 million people did in fact vote for them. As for the more than 53 million who pulled the lever for Reagan and Bush, a substantial portion also voted for candidates for Congress who reflected the views of Mondale, not Reagan.

Flight Attendants address ill effects of deregulation

Seattle—Job security, employer assaults on hard-won wages and benefits, airline safety and the union-busting mentality that has spawned "runaway" air carriers are among the key concerns of their union's members, Flight Attendants President Linda Puchala told members of the AFA's executive board.

Puchala blamed the ill effects of airline deregulation for many of the worst problems facing not only airline employees, but also passengers, and the air carriers themselves.

AFA's board, the union's policy-making forum, held its ninth annual meeting here with the current bargaining environment in the airline industry providing the dominant topic. Some 100 board members representing the union's master executive council and each of its local councils attended the two-day meeting.

A highlight was the formal presentation by AFL-CIO President Lane Kirkland of AFA's charter from the federation. The union had been an autonomous division of the Air Line Pilots until the federation's Executive Council voted last February to grant AFA's request for a separate charter, a move that was endorsed by the ALPA.

Puchala, in her remarks to the AFA council, criticized airline management for using deregulation as an excuse not only for union-busting, but also for letting service and safety deteriorate.

The nation's air traffic control system—crippled when President Reagan fired more than 11,000 striking Professional Air Traffic Controllers in 1981—has yet to be rebuilt, and reports of midair "near misses" are up, Puchala pointed out.

Costly delays

On top of that, she said, the airlines are overscheduling flights, and the result has been a record number of costly airline delays. The air carriers, Puchala said, are trying to make up those lost revenues out of the hides of their employees at the bargaining table.

"The management mentality that thinks it's acceptable to over-schedule and incur costly delays—to say nothing of passenger animosity—also thinks it has created the solution to higher airline labor costs," Puchala observed. She cited such tactics as two-tier wage scales that start new hires at lower wages and "runaway" airlines started up by major air carriers to escape union contracts.

The union will continue to fight employer challenges to the "scope and successorship provisions" of contracts, and it will guard its members' work and working conditions, Puchala asserted.

Kirkland told the AFA board that the wholesale layoffs and pay cuts that air carriers are forcing on employees in the wake of deregulation "are ample proof that in your industry, loyalty is too often a one-way street. All the dedication, all the hard work in the world carry no weight in the scales of corporate accounting."

Working people are "under assault" by unfair employers whose tactics are supported and sanctioned by the Reagan Administration, "the most anti-worker, anti-union administration since the days of Calvin Coolidge," Kirkland declared.

Actors union inks 3-year pact with Off-Broadway unit

New York—Actors' Equity reached agreement with the League of Off-Broadway Theaters & Producers on a new three-year contract providing higher minimum salaries and other improvements.

The agreement, which replaces a pact that expired Oct. 7, has been ratified by Equity's council. Approval by League members is considered pro forma.

Equity members will receave increases in minimum salaries ranging up to 11 percent, depending on the seating capacity of the theater. Minimum salaries for actors playing in the smallest, or "A" category, theaters will rise from $202.85 to $225 a week. Those playing the largest, or "E," category, houses will see their pay rise from $421.29 to $435 weekly.

The settlement also provides a sliding scale for salaries based on box office receipts for each category, with the top, or "E," category showing a 20-percent increase over the previous contract.

Cost-of-living adjustments in the minimums are provided in the second and third years of the agreements. All compensation increases are retroactive to Oct. 8.

The new pact, covering Equity members at 36 major New York theaters strengthened the commitment to casting minority actors, including women, blacks, Hispanics, and the disabled, in productions. The agreement also provides a new arbitration procedure.

Philippine trade unions press demands over Aquino killing

Manila—Union leaders demanded the immediate resignation of all military and police officers suspected of involvement in the 1983 assassination of Benigno Aquino, a political opponent of President Ferdinand E. Marcos.

"There is clear evidence of negligence, inefficiency, or incompetence," the Trade Unions Congress of the Philippines (TUCP) and the National Congress of Farmers Organizations charged.

"Worse than that, according to the reports of the chairwoman and members of the Agrava board, there is enough circumstantial evidence to establish a military conspiracy to kill the ex-senator and to cover up responsibility for his death."

The joint union statement said that if the suspects do not resign their military and police posts, they should at least be suspended until all judicial proceedings and other investigations are completed.

Similar demands came from the majority of the five-member fact-finding board headed by Justice Corazon Agrava of the Philippines Supreme Court in a report given to Marcos last month. Agrava herself did not join in the majority's findings.

One member of the panel, which Marcos appointed about a year ago, was TUCP Gen. Sec. Ernesto F. Herrera who is currently visiting the United States. The AFL-CIO, through its Asian-American Free Labor Institute, works closely with the pro-democratic trade unions in the Philippines in a variety of programs.

Since the demands for their resignation were aired, the chief of the nation's armed forces and 25 other people have been charged of double murder in the killings of Aquino and the man the military first named as his killer.

Board's findings

The 26, including Gen. Fabian Ver, the top military official in the Philippines, were named by the Agrava board as "indictable for the premeditated killing" of Aquino and Rolando Galman on Aug. 21 of last year. Initially, the military said Galman was a communist agent and accused him of killing Aquino. Security guards gunned down Galman almost immediately after Aquino was slain.

Aquino was shot as he was escorted from the airliner that brought him to Manila on a flight from the United States, where he had been in exile three years. He planned to participate in legislative elections scheduled this year.

In calling for the resignations of the indicted military and police personnel, the unions pointed out that while Aquino's death drew national and international attention, "there have been, and there may in the future be, other incidents just as savage and just as gruesome . . . where the victims are ordinary citizens like farmers and workers suffering lonely deaths in a far-flung barrio or on the factory floor."

COPE bats .627

COPE-endorsed candidates had a 62.7-percent victory record in 407 elections for Congress and governorships.

That compares with a 59.5 percent record in 1980, when Reagan won his first term, and 59.8 percent when Richard Nixon was re-elected in 1972.

This year, the AFL-CIO endorsed 369 House candidates and 235 were elected, COPE Director John Perkins reported.

Fifteen of 28 COPE-backed candidates won election to the Senate and five of the 10 endorsed gubernatorial candidates were elected.

COPE endorsements, except for the presidential contest, are made at the state and congressional district levels by AFL-CIO state federations. Endorsements are based on the record of incumbents and the positions taken by persons seeking election.

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Jubilant workers at Equitable Life in Syracuse, N.Y., celebrate ratification of their first contract with the giant insurance firm.

Equitable Life workers win breakthrough pact

Syracuse, N.Y.—With the ratification of a three-year pact, members of Service Employees District 925 here have won their long, hard fight for a first contract with the giant Equitable Life Assurance Society.

The SEIU, as a result of the signing of the agreement, has called off its boycott of Equitable's insurance policies, pension plans and pension investments. The action had the endorsement of the AFL-CIO Executive Council.

The agreement ratified Nov. 8 caps a three-year fight by 54 female clerical workers in the company's highly automated claims office here to beat off an intensive union-busting effort by the company and to win major gains in pay, working conditions and job security.

The contract with District 925, the SEIU's office workers' affiliate, is the first covering office employees at the nation's third largest insurance company.

Wages and benefits

Key gains in the contract include wage increases and a fair, systematic pay scale, major safety and health improvements on the job for the employees who use video display terminals all day, and a commitment from the company not to close the Syracuse office as it had threatened to do.

SEIU President John J. Sweeney called the contract a "precedent-setting victory not just for the workers in Syracuse—who are certainly to be congratulated today for uncommon strength and persistence—but for all of organized labor, which stood together in a historic contest on behalf of office workers throughout the insurance industry."

Sweeney pointed out that while women make up more than half of all insurance industry employees and 95 percent of all insurance office workers, "their wages and status have been severely depressed."

Karen Nussbaum, national president of District 925, called provisions of the contract governing the use of new technology and automated equipment "a compass" for future negotiations over office automation.

"Automation has revolutionized the work lives of office workers throughout the country, but particularly in the insurance industry, and now—by fighting for trade union representation—we're about the business of revolutionizing the way automation affects us," Nussbaum said.

She pointed out that the workers at Equitable's Syracuse claims office had sought a union because they were concerned over the health effects of working with VDTs, and they believed they were subjected to arbitrary company policies, unfair wages and increasing stress as new technology was brought in by the company without regard to their concerns or safety.

Major provisions of the contract, which runs from June 1, 1984, to June 1, 1987, include wage increases of 4 percent, 5 percent and 5 percent for claims approvers as well as improvements in productivity incentive pay. Other clerical workers will

Continued on Page 4

Bishops' statement stressing job needs hailed by Kirkland

By Susan Dunlop

AFL-CIO President Lane Kirkland said the American labor movement "welcomes" the direction taken by the nation's Catholic bishops in a major statement on the economy.

Following release of the first draft of the document, Kirkland praised the bishops for their recognition that "the most urgent U.S. priority is the creation of jobs with adequate pay and decent working conditions."

The draft statement in the form of a pastoral letter on "Catholic Social Teaching and the U.S. Economy" was released during the meeting in Washington of the National Conference of Catholic Bishops.

The draft, prepared by a committee of bishops, condemns the nation's unemployment rate as "morally unjustified" and calls the nation's poverty rate a moral scandal.

The bishops call for a major business-labor-government effort to create jobs and aid the poor. The letter also strongly endorses the right of workers to form unions and bargain with employers.

Kirkland pointed out that the document "goes well beyond an expression of concern about poverty and the plight of the unemployed. It sets forth many specific employment programs which the AFL-CIO has long advocated."

The federation president warned that the bishops' letter will be "denounced by those who claim that property rights are paramount and that unemployment and poverty will be cured as benefits someday slowly trickle down to the rest of society."

Positive role

But for workers, farmers, the poor and the elderly, Kirkland said, the bishops' document "is a call for a society that gives them a positive role in economic decision-making and new hope for a 'life with dignity.'"

The five-member committee assigned by the bishops' conference to draft the pastoral letter began work on the document in July 1981. The committee is chaired by Archbishop Rembert G. Weakland of Milwaukee.

The document embraces Pope John Paul II's 1982 encyclical "On Human Work" and a century of Catholic social teaching strongly supportive of free collective bargaining.

Among those presenting points of the view to the drafting committee were AFL-CIO Sec.-Treas. Thomas R. Donahue and Economic Research Director Rudy Oswald, Farm Workers President Cesar Chavez and Ladies' Garment Workers Vice President Evelyn Dubrow.

The bishops will work on the draft statement over the coming year, and the completed pastoral letter is scheduled for release next November.

They are calling for a new policy commitment to achieve full employment, defined as no more than 3 to 4 percent unemployment, and increased government support for direct job-creation programs targeted to those groups in which unemployment is a persistent problem, such as young people and minorities.

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U.S. trade deficit soars to double last year's pace

By James M. Shevis

The nation's merchandise trade deficit soared to a record $96 billion through the first nine months of 1984, reflecting a worsening economic situation that could spell more job losses for American workers.

The red-ink total so far this year is now more than double the deficit incurred in the same period in 1983. By the end of the year, the government estimates the trade deficit will exceed $130 billion—more than three times the deficit in 1980 before the start of the Reagan Administration.

"Of greater concern," AFL-CIO Research Director Rudy Oswald said, "the U.S. position in manufacturing trade has collapsed, reaching a deficit of almost $70 billion in the first nine months of 1984.

"By year's end, the U.S. will show a deficit in manufactured trade of over $90

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Democratic strength holds

GOP posts modest gains in states

By David L. Perlman

Republicans made modest gains in elections to state legislatures but Democratic majorities across the country were barely dented. There was no sign of the national political realignment Republican strategists had predicted.

Two years ago, Democratic congressional victories were echoed by state legislature gains. This year, as with Congress, the trickle-down from President Reagan's re-election sent out only a few ripples.

In terms of party control, Connecticut was the only state with a Democratic majority in both houses that moved into the Republican column. In the 1982 elections, Democrats had taken over both houses of the Iowa and Washington state legislatures. This year, they stayed Democratic.

Two years ago, Democrats had taken one house of the legislature away from Republican control in seven states. There was a GOP comeback this year in only four states—Delaware, Minnesota, Nevada and Ohio. In New Mexico's Senate, the GOP moved up to a 21-21 tie.

But Democrats countered with one-house pickups in Alaska and Vermont. In Montana, Democrats won control of the previously GOP Senate while their majority in the House slipped to a 50-50 tie.

Key states unchanged

The shifts were somewhat less than usual for a presidential election year. There were no changes of legislative control in such big state, two-party battlegrounds as California, New York, Pennsylvania and Illinois.

In terms of labor's program in the state legislatures, the mix of party control and governors is slightly less favorable in the aftermath of this election. But it is brighter than after the 1980 election.

In the South, legislatures for the most part remain overwhelmingly Democratic and conservative. But the South in recent decades has been regularly sending Republicans to Congress and electing a few Republican governors.

In some southern states, the GOP is emerging as a significant although still minority force in the legislatures. Thus the Texas House will have 97 Democrats and 53 Republicans instead of 113 Democrats and 37 Republicans. And the North Carolina House will have 83 Democrats and 37 Republicans instead of 102 Democrats and 18 Republicans.

Nationally, however, Democrats hold 4,318 legislative seats to 3,038 for Repub-

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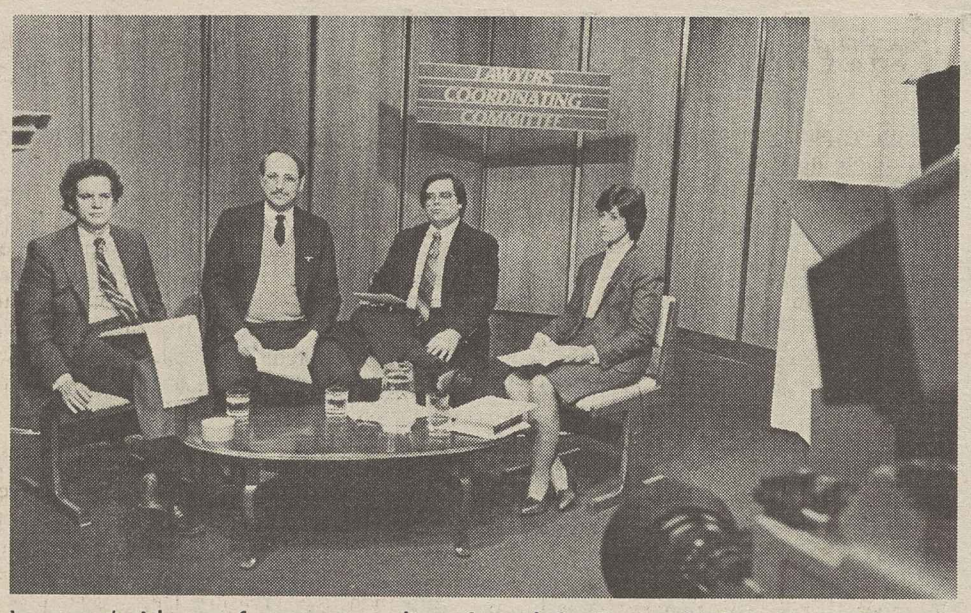

Lawyers' videoconference panelists, from left, Howard Kline, Jay Whitman, James Ray and Joyce Mader in the television studio.

Union attorneys in five cities confer via satellite TV linkup

Union attorneys in five cities nationwide participated in a satellite television conference on pension law, marking the second successful use of live videoconference technology by the AFL-CIO Lawyers Coordinating Committee.

The three-hour broadcast originated from a television studio in Washington and was beamed by satellite to some 120 lawyers watching at "downlink" sites in Atlanta, Chicago, New York and San Francisco, as well as Washington. Phone lines connected viewers with panelists in the studio for questions and answers.

The videoconference was also the first time the AFL-CIO headquarters building served as a "downlink" through use of a portable satellite dish that brought the meeting to union lawyers watching the program on a wide-screen television receiver set up in a conference room.

Technical assistance in producing the videoconference was provided by the AFL-CIO Labor Institute of Public Affairs. LIPA, the federation's television production arm, also helped produce the lawyers committee's first videoconference on bankruptcy issues last December.

During the videoconference, a panel of union pension experts in the Washington studio discussed issues of key importance to union attorneys. Each presentation was followed by a round robin of questions from lawyers at each of the receiving sites.

Topics covered included the 1984 pension legislation that provides greater equity for women participants in private pension plans, questions arising from plant closings, corporate reorganizations or other developments that could lead to plan termination, and the evolving interpretations by the courts of federal employee benefit laws.

The discussion was moderated by James Ray of Connerton, Bernstein & Katz, with panelists Joyce Mader of O'Donoghue & O'Donoghue, Steelworkers Attorney Howard Kline and Auto Workers Attorney M. Jay Whitman.

Mader explained key provisions of the new pension equity law which may require modifications in existing plans. The new measure deals with vesting and participation standards, survivor benefits for spouses, and the rights of families and former spouses to benefits following divorce. Both male and female workers are affected.

Whitman outlined danger signals that indicate a company may be planning to terminate or substantially change a pension plan, and Kline reviewed actions unions can take under the law to protect their members' interests in such cases.

Ray pointed out that union attorneys can turn to the federal courts for important interpretations of pension laws beneficial to workers.

Arizona's repeal of wage law tied to business fund

Phoenix—Arizona's ballot box repeal of the state's prevailing wage law was influenced by a massive, expensive effort mounted by anti-labor business groups, construction contractors and the Republican Party, the Arizona AFL-CIO charged.

The repealer was the only one of 15 questions on the state's Nov. 6 ballot to be adopted by the voters.

The State AFL-CIO had opposed all the issues including a right-wing backed proposal to outlaw strikes by public employees that was rejected by the voters.

The initiative also includes a provision that will stop political subdivisions such as towns or counties from adopting their own wage protection laws for public projects.

Contractors' groups indicated that similar campaigns to kill wage laws may be launched in other states.

The Arizona legislature passed a bill to repeal the little Davis-Bacon Act in 1980, but the effort failed when it was vetoed by Democratic Gov. Bruce Babbitt. Before the referendum, the state supreme court had struck down portions of the law.

Chrysler hurdle remains

UAW and IUE ratify auto industry accords

The Auto Workers ratified new contracts with Ford Motor Co., in Canada and with Mack Trucks, Inc., in Pennsylvania, New Jersey and Maryland, all but wrapping up the union's current round of negotiations in the auto industry.

In addition, the Electronics Workers approved a new three-year contract with GM covering 24,000 workers at nine plants in four states. The agreement, negotiated two weeks earlier, was ratified by a vote of about 22,000 to 400 in balloting completed last weekend, the union said. The old IUE contract expired last Sept. 14.

The UAW's last remaining hurdle is the Chrysler Corp., which it hopes will come to the bargaining table before Christmas to discuss renegotiating the current pact to achieve parity with General Motors and Ford. The Chrysler pact has nearly a year remaining on its term.

The IUE settlement basically follows the pattern established by the UAW in September for its 380,000 GM members in the United States. The main difference is that the IUE contract provides more paid time off for workers.

Paid leave

Under the IUE agreement, workers will get four additional days of paid absence allowance for a total of nine in the first year of the contract and three additional days, a total of eight, in the second year. It reverts to five days in the third year, same as in the old pact.

In exchange for the additional time off, the union agreed to defer some other benefits. Among them, increased company contributions to a training fund and establishment of a legal services plan will be delayed until 1987. Also, the initial 2.25-percent wage hike will not be retroactive; 11 cents of cost-of-living adjustments under the old pact will not be rolled into base pay rates, and 14 cents from the next COL adjustment will be deferred for the life of the contract.

In other provisions, GM agreed to contribute up to $61 billion to a new program of job retraining and income maintenance for workers affected by production shifts and new technology.

The IUE represents workers at GM's Delco, Packard Electric, and other parts plants in Ohio, Mississippi, New York, and New Jersey.

The UAW agreement with Ford of Canada covers 14,200 workers, and follows the Canadian pattern established at GM's Canadian plants last month. In voting Nov. 11, the contract was ratified by nearly 83 percent of those voting. The settlement is retroactive to Sept. 14.

Comparable provisions

Wage provisions of the three-year agreement are nearly identical to those in the contract reached with GM of Canada after a 12-day strike. The key difference is two and a half extra days off a year for Ford workers with 10 to 15 years' seniority.

The new three-year agreement between the UAW and Mack Trucks ended a nine-day strike by 9,200 workers. Ratified by a vote of 3,158 to 498, the contract provides for a job bank similar to the ones at GM and Ford and an income security program under which workers with one or two years of seniority cannot be laid off for reasons of technology, plant closings or similar causes.

Mack agreed not to close any of its plants during the life of the agreement, except for the already scheduled closings of a machining plant and a fabricating plant in Allentown, Pa., in mid-1985. The 1,200 workers involved in those closings will be covered by the new income security provisions.

The new pact includes 23 cents an hour in wage increases, an improved profit-sharing plan, and improvements in vacations. The union successfully resisted a company proposal for health insurance copayments and deductibles.

The union has now reached agreement on local contracts at 136 of 174 bargaining units at GM, settling the last two Nov. 14 at assembly plants in Lake Orion and Pontiac, Mich., shortly before workers were to go on strike. Local issues are negotiated separately from the national pact.

Wisconsin convention votes 5-cent hike in per capita tax

Green Bay—Delegates to the Wisconsin AFL-CIO convention approved a 5-cent increase in the per capita tax and adopted a wide range of resolutions on labor, social, economic and political issues.

The monthly per capita paid by affiliates will increase to 30 cents on Jan. 1. Of the new total, 28 cents will be directed to the general fund, and 2 cents earmarked for "purposes consistent with" the federation's objectives, particularly political action.

State AFL-CIO President John W. Schmitt, in his address to the delegates, ticked off the deep economic and social problems suffered throughout Wisconsin and the nation that are being ignored or made worse by the Reagan Administration.

The state's economy, heavily dependent on exports, is being brutally "kicked" by Reagan policies that are allowing the U.S. dollar to become dangerously over-valued —making imports cheaper and the state's crucial exports too expensive overseas, Schmitt said.

"Reagan hasn't done a damn thing" toward a fair trade policy, but has embraced a failing and damaging "free trade" stance, Schmitt asserted.

The delegates also formally endorsed Democratic presidential and vice presidential nominees Walter Mondale and Geraldine Ferraro.

The convention approved a five-cent increase in the per capita tax from the current 25 cents per month to 30 cents beginning Jan. 1. Of the new total, 28 cents will be directed to the general fund and 2 cents earmarked for "purposes consistent with" the federation's objectives, such as political action.

The delegates acted on 106 resolutions covering a range of labor, social, economic, legislative and political issues.

Other speakers at the meeting included Ted Mondale, son of the Democratic presidential nominee, Gov. Anthony S. Earl (D), AFL-CIO Occupational Safety, Health & Social Security Director Bert Seidman, Organizing Director Alan Kistler, and Associate Legislative Director Robert McGlotten.

'84 pay gains average 4.2 percent

Nearly three-fourths of workers covered by major contracts negotiated in the first nine months of 1984 will receive wage increases averaging 4.2 percent in the first year of the agreements and 4 percent annually when measured over the life of the agreements, the Bureau of Labor Statistics reported.

One-fifth of workers covered by major contracts—settlements involving 1,000 or more unionized employees—had no wage change and the rest had decreases, however. The result was that the average first-year increase for all workers covered by contracts reached so far this year was a modest 2.5 percent. The average annual increase over the term of the pacts ratified in the January-to-September period was 2.8 percent. The average increases were virtually the same as during 1983.

This year's average 4.2 percent gain in contracts providing wage increases exceeds the 3.8 percent inflation rate from September 1983 through September 1984 as reflected by the government's Consumer Price Index for Urban Wage Earners & Clerical Workers.

"Construction settlements, covering 420,000 workers, dampened overall wage adjustments in the first nine months of 1984," BLS said. Construction wage increases averaged only nine-tenths of 1 percent in the first year and 1.2 percent annually over the life of the contracts.

Contracts reached during the January-September period covered 1.4 million workers, BLS said.

One-fourth of the workers whose contracts provide for no wage change or decrease in the first year will have wage increases later, BLS reported.

"Thus, by the end of their contracts, nearly four-fifths of the workers will have an increase in wages, averaging 4 percent," the bureau said.

The BLS reported virtually no change in cost-of-living adjustment coverage in settlements reached in the first nine months of this year. Sixteen percent of the workers under those contracts were covered by COL clauses while 57 percent of all workers under major agreements have COL protection.

In key contracts—those covering at least 5,000 workers—combined wage and benefit increases averaged 3.6 percent in the first contract year and annually over the life of the pacts as well.

White House 'discovers' budget deficit growing

President Reagan learned from his budget director that Walter Mondale was right. The deficit is getting bigger, not smaller, and won't be erased by economic growth.

News reports said Reagan was "taken aback" when OMB Director David Stockman broke the news of a soaring deficit to a post-election Cabinet meeting. But the President quickly reiterated that under no conditions would he ask Congress for higher taxes. Instead, he told the Cabinet, more must be done to cut back government.

"We came here to dam the river, let's start throwing in the rocks," Reagan told the department heads.

During the election campaign, Reagan had scoffed at Mondale's warnings of a deficit soaring out of control and insisted that economic growth will deal with the problem.

But Stockman's estimate of the deficit for the fiscal year that began on Oct. 1 has grew from $175 billion last August to $210 billion in the latest calculations.

White House officials almost immediately began putting qualifiers on the President's rejection of higher taxes. The suggestion went out that Reagan's repeated assertions that any "tax simplification" plan will be "revenue neutral" shouldn't be taken too literally.

Explaining it all

White House Press Aide Larry Speakes carefully explained that Reagan had only intended to rule out higher tax rates. As for other forms of tax changes designed to bring in more revenue, Speakes said he didn't know whether Reagan has ever "gotten into that much detail" about the matter.

On Capitol Hill, Republicans were floating suggestions for a bipartisan commission to recommend a solution to the budget deficit, citing the commission on social security as a precedent.

Congressional Democrats, however, were wondering aloud if they were being set up to pull Reagan's political chestnuts out of the fire. Still vivid was the political campaign in which Republicans had painted Democratic candidates as "the people who want to raise your taxes."

House Speaker Thomas P. O'Neill, Jr., said Democrats would insist that Reagan take responsibility for any tax changes.

"If there is going to be a tax bill, it is going to be Ronald Reagan's tax bill," O'Neill said. "He is not going to hide behind the fact that a coalition of Democrats and Republicans put a bill out there 'over my dead body.'"

House Democratic Leader Jim Wright said the extent of the projected deficit came as no surprise. He said congressional Democrats will insist that increases in tax revenue "come from those who are avoiding taxes today, from the great number of extremely wealthy corporations that didn't pay any taxes this year."

A hard core of right-wing Republicans wants Reagan to propose a drastic, revolutionary dismemberment of domestic government as an alternative to increased revenue.

One of their leaders, Rep. Newt Gingrich (R-Ga.) sent an "open letter" to Stockman warning against compromises that slow the "revolutionary" transformation from "the liberal welfare state to an Opportunity Society." It's time to begin "reshaping Medicare, education, military procurement," Gingrich insisted, and shape "a revolutionary budget."

Next budget

The President will submit his budget proposals for the fiscal year starting Oct. 1, 1985, next January, after the newly elected 99th Congress has convened. Before then, the Treasury Dept. is supposed to come up with recommendations for his consideration on "simplification" of the tax system.

During the election campaign, Reagan shunted aside questions about his future tax plans by referring to the Treasury Dept. study that was under way.

Administration hit on move to withhold disability benefits

A Reagan Administration attempt to block a court-ordered reinstatement of social security benefits to mentally disabled persons is both cruel and unjustified, the AFL-CIO charged.

The case in dispute involves some 50,000 mentally impaired New York state residents who had been dropped from the social security disability rolls under the review procedure put into effect at the start of the Reagan Administration. Hundreds of thousands of persons were purged from the benefit lists, arousing public and congressional outrage. Especially criticized was the disqualification of large numbers of mentally disabled persons, frequently because they did not return questionnaires or take timely action to appeal their disqualification.

In the New York class action suit on behalf of the mentally disabled, a federal judge ruled the cutoff of benefits improper and ordered Sec. of Health & Human Services Margaret Heckler to restore them to the rolls with full retroactivity for benefits lost until their eligibility could properly be determined.

A three-judge panel of the 2nd Circuit U.S. Court of Appeals upheld that decision on Aug. 27.

On Sept. 19, Congress cleared legislation intended to protect the rights of the disabled. It included a section requiring the government to establish new standards for evaluating mental disabilities within four months and meanwhile to continue a moratorium on additional disqualifications. It also specified that persons dropped from the benefit rolls could reapply under the new standards for mental disability. If found qualified, they would be given one year's retroactive benefits.

Administration lawyers are now trying to persuade the appellate court to reconsider the New York case. Their contention is that the original court decision should not be applied because it is more generous in terms of reinstatement and retroactivity than the remedy subsequently adopted by Congress.

Bert Seidman, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said the "clear congressional intent" was not to restrict relief already given to disabled beneficiaries by the courts.

That interpretation of Congressional intent was backed also by Rep. J. J. Pickle (D-Tex.), chairman of the House Subcommittee on Social Security which originated the remedial legislation.

The Administration action would "subvert the intent of the new law," Seidman stressed. He termed it another example of the Administration's "cruelty" in dealing with "the nation's most deprived citizens."

TUCP Gen. Sec. Ernesto F. Herrera, second from right, with AFL-CIO President Lane Kirkland, AAFLI Executive Director Morris Paladino and Januario V. Seno, Jr., of the Philippines.

Filipino labor leader demands swift justice in Aquino slaying

Swift justice in the prosecution of those responsible for the assassination of Benigno Aquino is essential if faith in democracy is to be restored in the Philippines, that nation's principal trade union leader told AFL-CIO President Lane Kirkland.

Ernesto F. Herrera, general secretary of the Trade Union Congress of the Philippines (TUCP) and a member of the board appointed to investigate the Aquino killing, said the population's grievances against the government of President Ferdinand E. Marcos are in danger of being co-opted by the nation's radical elements.

He said the assassination "has not only deprived the Philippines of its honored place in the civilized world but also advanced the communist timetable to take over the government by five years." Herrera said such private institutions as the church and trade unions "have been infiltrated — wittingly or unwittingly — by communists."

In his meeting in Washington with Kirkland and Executive Director Morris Paladino of the federation's Asian-American Free Labor Institute, Herrera warned that the deteriorating economic and political situation in the Philippines threatens the country's democracy.

Call for solidarity

Herrera called on the free trade union movement throughout the world, through the International Confederation of Free Trade Unions, to join in solidarity with union members in the Philippines in their struggle for democracy.

Kirkland praised the work of the fact-finding board of which Herrera is a member, and assured him the AFL-CIO will continue to follow the situation closely.

Kirkland also renewed the federation's commitment to work with the TUCP through the Asian-American Free Labor Institute to foster democratic values in the Philippines.

Aquino was gunned down in Manila on Aug. 21, 1983, as he was being led from an airliner that returned him from three years' exile in the United States. Twenty-six persons, including the country's top military official, have been charged with involvement in the killing.

U.S. trade deficit doubles '83 pace

Continued from Page 1

billion. As recently as 1980, the United States enjoyed a surplus of $12 billion for this most important sector of the economy," Oswald pointed out.

Imports in the first three quarters of the year surged to $258 billion from $196 billion in the comparable 1983 period, while U.S. exports edged up a mere $13 billion from $149 billion last year.

Oswald warned that the shift in the balance of trade has cost the United States millions of jobs, and is threatening the foundations of our industrial sector.

"The ill-conceived monetary and fiscal policies of the Reagan Administration, together with the lack of an effective and coherent trade policy, are the principal causes behind this sharp economic decline," he stressed.

The weak trade performance reflects an overvalued American dollar.

The Commerce Dept., which released the trade figures, has calculated that for every $1 billion deficit 25,000 American jobs are lost.

The U.S. trade deficit with Japan, the largest with any country, continued to climb in the third quarter, reaching $10.4 billion from $7.9 billion in the second quarter. There were also sizable jumps in the trade deficit with western Europe, Hong Kong, Singapore, South Korea, and Taiwan.

In other economic developments:

- U.S. industrial production in October was unchanged from the month before as a hoped-for rebound in auto production failed to materialize, the Federal Reserve Board reported. Industrial output has slowed in recent months as part of the general slackening in the economy.
- Retail sales edged down one-tenth of 1 percent in October after rising 1.2 percent in September.
- After-tax corporate profits in the July-September period rose 9 percent from a year earlier, a Wall Street Journal survey of 575 major corporations showed, and the outlook was for continued modest gains through next year as the economy slows.

Meanwhile, the Labor Dept. reported a drop of two-tenths of 1 percent in producer prices at the wholesale level last month. It was the third successive monthly decline.

Maryland mortgage plan aids jobless

Baltimore—Jobless workers in Maryland facing foreclosures on their home mortgages can now get emergency financial help thanks to a new state program fought for by the labor movement.

The state's Homeowners Emergency Mortgage Assistance Program, created by the Maryland legislature at labor's urging, can provide low-interest loans to unemployed workers struggling to meet mortgage payments. The program also includes a counseling program in which non-profit housing agencies will help jobless homeowners meet with their banks to make reasonable payment arrangements.

Henry Koellein, president of the Metropolitan Baltimore AFL-CIO, said the program that took effect Oct. 15 was "desperately needed . . . because so many of our people are not back to work and still have not felt the economic recovery."

The effort for passage of the bill was led by the Baltimore council's Committee on Unemployment and the Maryland & District of Columbia AFL-CIO. The labor councils also cooperated with other community groups and community service agencies in lobbying for passage of the program.

A key factor in their success, the councils said, was a grass-roots program that saw thousands of local union members from across the state telephoning their legislators to urge passage of the bill.

Split-ticket statehouses

In five of the 13 states with gubernatorial elections this year, ticket-splitting voters elected lieutenant governors of different political parties than the successful candidates for governor.

Delaware voters elected Republican Michael N. Castle as governor and chose Democrat S. B. Woo as lieutenant governor.

In Missouri, Democrat Harriett Woods had narrowly lost her try for the U.S. Senate two years ago. This year, she was elected lieutenant governor while Republican John Ashcroft won the gubernatorial election.

And as Republican James G. Martin won election as North Carolina's governor, Democrat Robert Jordan III won the number two spot.

The political mix in Rhode Island makes Republican Edward DiPrete governor and Democrat Richard A. Licht lieutenant governor.

In Vermont, the governorship was won by Democrat Madeleine Kunin, herself a former lieutenant governor. But the incumbent Republican lieutenant governor, Peter Smith, was re-elected.

GOP's state legislature gains absorbed by Democrats' lead

Continued from Page 1

licans, subject to change in recounts. That includes holdovers in the states that elect legislators in odd-numbered years—Alabama, Louisiana, Maryland, Mississippi, New Jersey and Virginia. There are also other states where some or all state senators are midway in four-year terms and did not stand for election this year.

These are the states where party control shifted or reports from AFL-CIO state bodies indicated significant changes:

Alaska—Democrats ousted Republicans from control of the House, with the margin awaiting a final tally. The Republican majority in the Senate was unchanged.

Colorado — Republicans strengthened majorities to 47-18 in the House, a gain of seven, and 24-11 in the Senate, up by three. With a Democratic governor, the GOP achieved its goal of electing a "veto-proof legislature."

Connecticut—The GOP sweep of both houses leaves a probable Republican majority of 87-64 in the House and 24-12 in the Senate. The Republicans last controlled the legislature in 1974.

Delaware—The House tilted from a 25-16 Democratic majority to 21-20 Republican control. The Senate stays Democratic.

Kansas—Only a marginal change as Republicans added a few seats to build its House majority to 76-49. State AFL-CIO Executive Sec. Ralph McGee noted that vetoes by "our friendly Democratic governor" have blocked "disastrous" legislation and stressed the importance of the 1986 gubernatorial election to the labor movement.

Minnesota — Control of the House switched from a 77-57 Democratic majority to a Republican lead of 70-64. There were no elections for the Senate, where Democrats have control. "The likely effect is to place a roadblock in front of the Minnesota AFL-CIO legislative program, State AFL-CIO President David K. Roe reported.

Montana—Democratic gains switched the Senate from 26-24 Republican control to a 27-23 Democratic majority. In the House, a 55-45 Democratic edge eroded to a 50-50 split but the Democrats are likely to retain control.

Nevada—The House turned from a 23-19 Democratic majority to 25-17 Republican control. Democrats hold the Senate, 13-8.

Ohio—The Senate tilted from 17 Democrats, 16 Republicans to 18 Republicans, 15 Democrats. In the House, the Democratic majority was slightly trimmed from 62-37 to 59-40.

Oklahoma — Party lineup is little changed with continued Democratic control. But state federation anticipates a defensive year battling an anticipated "right-to-work" offensive and continued efforts to repeal the state's little Davis-Bacon Act.

Nebraska—The nation's only single-house legislature is theoretically nonpartisan, and 25 of the 49 seats were at stake this year. On the basis of the party affiliations of the winners, Democrats gained three seats to make the lineup 25 Republicans, 23 Democrats and one independent. Nineteen of 20 COPE-endorsed candidates were elected and State AFL-CIO President Gordon McDonald sees the new legislature as "less conservative" than its predecessor.

South Carolina—State AFL-CIO calls attention to the election of four labor-endorsed black candidates to the Senate, a first since the reconstruction era.

Vermont—Democrats took control of the Senate for the first time in the state's history. The 17-13 Republican majority was turned around. Republicans kept House control, but by a reduced margin. Labor has found bipartisan support for many of its goals.

Reversal of noise rule seen as undermining other safety standards

By Arlee C. Green

An appeals court decision overturning the federal workplace noise standard could have a far-reaching effect on other health and safety standards and for the time-being leaves unprotected workers exposed to high levels of noise, the AFL-CIO said.

The long-awaited decision by the 4th Circuit U.S. Court of Appeals in Richmond, released the day after the national elections by a 2-to-1 vote, struck down the hearing conservation amendment to the Occupational Safety & Health Administration's noise standard.

The court ruling on the case brought by the Cleveland-based Forging Industry Association distinguished between workplace and non-workplace exposures. The majority held that OSHA exceeded its authority by requiring employers to protect workers from hearing loss which could, in part, be caused by sources outside the workplace.

Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, warned that if the Labor Dept. allows the ruling to stand without appeal, it could be used as a basis for attacking other federal health and safety standards.

Seminario questioned the logic used by the court in making the differentiation between workplace and non-workplace exposures. "It's often scientifically impossible to prove that health damage was done solely in the workplace," she said. "Does this mean that we should not regulate benzene in the workplace because it also is in gasoline and we might not be able to tell which exposure caused cancer?"

Enforcement urged

She said OSHA has "no choice" now but to enforce the engineering control provisions of the standard, and she urged the agency to direct its field staff to "vigorously enforce" those requirements.

The court's majority opinion, written by Judge Richard F. Chapman, said the hearing conservation amendment "clearly imposes responsibilities on employers based on non-work related hazards. Under the amendment, an employer whose workers are not injured by workplace noise may be subject to numerous requirements simply because its workers choose to hunt, listen to loud music or ride motorcycles during their non-working hours."

The requirements on employers are activated if an employee suffers an average hearing loss of 10 decibels, known as a standard threshold shift. This means that a worker's hearing loss is such that the low-range tones in a hearing test must be 10 times louder than in the worker's initial hearing test to be heard.

Once a worker has experienced this kind of loss, the amendment requires an employer to provide hearing protectors, reduce the worker's exposure to noise, set up a training program and retain records on exposure and hearing tests.

In a dissenting opinion, Judge James M. Sprouse pointed out that hearing loss to some degree occurs as a part of the aging process and can vary according to the non-occupational noises to which employees are exposed. The hearing conservation amendment, however, "is concerned with occupational noises—a hazard of the workplace. The hazard is identified as sustained noise of great intensity — 85 decibels and above. Non-occupational noise of that intensity sustained over a period of eight hours each day is hard to imagine," Judge Sprouse wrote.

Lack of understanding

George Cohen, a labor attorney, said the court's opinion "appears to be one of the more outrageous opinions" in the area of health and safety. "Our assessment is that the majority did not understand what the standard provides."

A former senior scientist who directed development of the hearing conservation amendment, Alice Suter, was quoted in the Daily Labor Report as saying that "it's no coincidence that the decision was released right after the election." Now a private consultant, Suter said, "Everybody was wondering why it took so long, but now we know—it's a post-election gift."

Citing the effect such a ruling could have on other health and safety standards, Suter asked, "How can you tell the difference between chronic lung disease from cotton dust or smoking? Or how can you tell the difference between occupational and non-occupational asbestosis?"

An OSHA spokesman said the agency had not determined whether to appeal the decision for full appellate court review, or to seek a Supreme Court ruling or ask for a rehearing.

Bakery Workers get $1.05 pay hike in Keebler accord

Scottsdale, Ariz.—The Bakery, Confectionery & Tobacco Workers ratified a new two-year contract with Keebler Co., providing a two-step wage increase of $1.05 an hour and benefit improvements for some 3,570 production and maintenance workers.

The agreement, covering workers at the firm's cookie and cracker plants in Philadelphia, Denver, Cincinnati, Grand Rapids, Mich., Van Nuys, Calif., and Atlanta and Macon, Ga., became effective Nov. 1.

Workers received an immediate 55-cent hourly wage boost, and will get another 50-cent increase Nov. 1, 1985. The average straight-time base rate under the previous agreement was $10.71 an hour.

The company also agreed to increase its contribution to the union's health benefit fund by 41 cents an hour per full-time employee, with a 40-hour per week cap, effective Jan. 1. Keebler previously had paid $1.145 per hour per employee into the fund to maintain health benefits.

In addition, as of Nov. 1, 1985, the company will contribute an additional 1.5 cents an hour to cover improvements in sickness and accident coverage as well as laboratory and X-ray coverage.

In retirement benefits, Keebler agreed to make contribution increases totaling 11.5 cents an hour per worker up to a maximum of 40 hours per week in each year of the agreement.

Also, the vacation schedule was improved to allow six weeks of annual paid leave after 25 years of service rather than 30 years.

Contract ends Equitable Life boycott

Continued from Page 1

get raises of 6 percent in each of the three years.

Most of the workers, including many paid primarily for piecework, were making about $5.50 an hour.

The contract also provides for major improvements in working conditions, including modification of the VDTs to reduce stress and physical problems associated with long hours at the machines.

The employees will also have breaks away from the VDTs, and the right to transfer to non-VDT work.

The pact also provides for an improved absentee policy, and will give workers the right to see some of their personnel files and to appeal actions such as work error audits.

Along with the pledge from Equitable not to close the Syracuse office the contract also includes a no-layoff clause for the life of the pact.

Workers at the claims office began organizing in 1981, and despite a union-busting campaign run for Equitable by "consultant" Ray Mickus, the employees voted for representation by the SEIU in February 1982.

The National Labor Relations Board denied Equitable's appeals and certified the union in June 1982, but the company stalled the bargaining process and was found guilty of unfair labor practices by the board and ordered to negotiate.

Equitable's continued refusal to bargain prompted the SEIU to launch its boycott in 1982. The boycott was endorsed by the AFL-CIO Executive Council at its February 1983 meeting.

AFL-CIO Organizing Director Alan Kistler said the workers' success shows that "even a multi-million dollar corporation cannot ignore just demands for better and safer working conditions, fair pay and individual representation and union representation."

1,825 high-jobless areas posted

The Labor Dept. designated 1,825 high-unemployment, or "labor surplus," areas across the country where employers may obtain preference in obtaining federal contracts. The annual listing includes 390 more areas than the previous one. The designations apply for the fiscal year that began Oct. 1.

Employers are eligible for preference in federal contract bids if they agree to perform at least 51 percent of the contract work within such areas. The purpose of identifying the high-jobless areas is to help place a portion of the government's procurement dollars in communities where unemployment is above a specified level.

To be included in the annual listing, an area must have had an unemployment rate averaging at least 10 percent during the previous 24-month period. For the new listing, the two-year period from January 1982 through December 1983 included the Reagan Recession and the start of the economic recovery.

Five-member panel set for postal dispute

The process of arbitrating a new contract covering about a half-million U.S. Postal Service employees moved forward as the Postal Workers and Letter Carriers agreed with USPS on a five-member panel to decide the basic economic issues.

Agreement on the size of the panel was reached Nov. 3 at the offices of Director Kay McMurray of the Federal Mediation & Conciliation Service.

Theodore Kheel, a prominent arbitrator from New York City, will represent APWU while NALC General Counsel Bruce Simon will represent the Letter Carriers. The two union designees will cast just one vote between them, since APWU and NALC bargain jointly with USPS.

Similarly, USPS's designated representatives will share one vote. They are Joseph Mahon, labor counsel for the Postal Service's eastern region, and Peter Nash, former counsel for the National Labor Relations Board.

Under the 1970 Postal Reorganization Act spelling out procedures for settling a contract dispute where no agreement can be reached within 90 days of the expiration of an existing pact, the chairman of the arbitration panel is chosen by the parties' representatives. If the two sides are unable to reach agreement, the FMCS names the chairman.

45-day deadline

The law also requires the panel to render its binding decision within 45 days after its appointment and, in this case, no later than Dec. 24.

The dispute between the two unions and USPS entered the arbitration phase on Oct. 19 after negotiations reached an impasse following the July 20 expiration of the old agreement.

Two other unions, the Mail Handlers division of the Laborers and the unaffiliated Rural Letter Carriers, also have submitted their differences with the USPS for arbitration, and panels are being drawn up to decide these disputes.

Out of the sweatshop

In the heart of New York's garment district, the struggles of immigrant needle trades workers and their determination to overcome sweatshop working conditions is commemorated in a bronze sculpture by the artist Judith Weller. The statue was erected on its Seventh Ave. site with funds raised by the Ladies' Garment Workers. Officials at the dedication included Mayor Ed Koch, ILGWU President Sol C. Chaikin and Sec.-Treas. Jay Mazur.

Kirkland welcomes appeal of bishops for job programs, workers' full rights

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The nation's poverty rate is "morally unacceptable" and dealing with poverty "is an imperative of the highest order, the letter notes, calling for action to remove barriers to "full and equal employment for women and minorities," as well as improved child care services, improved education for poor children, new programs to "foster self-help among the poor," and reform of the tax system "to reduce the burden on the poor."

The letter calls for a major overhaul of the nation's welfare system including funding to provide adequate support for poor families, national eligibility standards and a national minimum benefit, programs designed to strengthen rather than weaken the family and to encourage employment, and the participation of recipients in design of public assistance programs.

The role of the United States and its economy in the international arena is also discussed, including areas such as aid to meet the human needs of developing countries and the need for trade that is both "free and fair."

The letter discusses at length the need for increased participation by workers in economic decision-making, and the bishops firmly underscore the Catholic Church's long-standing support of "the right of workers to form unions."

On union-busters

Union-busting draws a sharp attack in the statement which asserts that "no one may deny the right to organize for purposes of collective bargaining or coercively suppress unions without attacking human dignity itself."

The letter puts the bishops on record as firmly opposed to "organized efforts, such as those regrettably now seen in this country, to break existing unions or to prevent workers from organizing through intimidations and threats."

U.S. labor law needs to be reformed, the letter declares, to help workers in efforts to organize and deal quickly in providing remedies for unfair labor practices.

The letter—with its strong emphasis on economic justice and dignity, and its assertion that "the preservation of privileged concentrations of power, wealth and income" should not be the economy's first priority—has touched off national discussion.

Even before the draft was released, a group of conservative economists and business people issued a statement disputing the draft letter's thrust.

But even the conservatives expressed "our full support for the principle of free and voluntary association in labor unions."

The conservatives also commended labor for its "immense contribution" to the nation's political system, and noted that "probably no institution in American life has been so consistently engaged in promoting democracy in the international arena" as unions.

'No one may deny the right to organize...'

Following are excerpts from the draft of the Catholic bishops' "Pastoral Letter on Catholic Social Teaching and the U.S. Economy," issued in Washington, Nov. 15, 1984.

Workers have a right to a just wage. Labor is not simply a commodity traded on the open market nor is a just wage determined simply by the level the market will sustain. As Pope Leo XIII stated, every working person "has the right of securing things to sustain life."

It is one of the consequences of the way power is distributed in a free-market economy that employers frequently possess greater bargaining power than do employees in the negotiation of wage agreements. Such unequal power may press workers into a choice between an inadequate wage and no wage at all. The provision of a wage sufficient to support a family in dignity is necessary to prevent this exploitation of workers.

The dignity of workers also requires adequate health care, insurance for old age or disability, healthful working conditions, weekly rest and periodic holidays for recreation and leisure. These provision are all essential if workers are to be treated as persons rather than simply as a "factor of production." Justice, not charity, demands such minimum guarantees.

* * *

As an institutional means to achieve these guarantees the church fully supports the right of workers to form unions or other associations to secure their rights to fair wages and working conditions. This is a specific application of the more general right to associate. Trade unions express the essentially social nature of human persons and manifest the human need for solidarity.

Unions may also legitimately resort to strikes in situations where they are the only available means for pursuing the justice owed to workers. No one may deny the right to organize for purposes of collective bargaining or coercively suppress unions without attacking human dignity itself. Therefore we firmly oppose organized efforts, such as those regrettably now seen in this country, to break existing unions or to prevent workers from organizing through intimidation and threats.

U.S. labor-law reform is needed to give greater substance to the right to organize, to prevent intimidation of workers and to provide remedies in a more timely manner for unfair labor practices.

* * *

We recommend that the nation make a major new policy commitment to achieve full employment. We believe that an unemployment rate in the range of 3 percent or 4 percent is a reasonable definition of full employment in the United States today.

We believe that 6 percent to 7 percent unemployment is unacceptable and is not the best the United States can do.

* * *

We recommend increased support by the government for direct job-creation programs targeted on the structurally unemployed.

In an advanced industrial economy like ours, all actors of society, including government, must actively and positively cooperate in forming national economic policies. Taxation, monetary policy, high levels of government spending and a variety of forms of governmental regulation are here to stay.

A modern economy without governmental interventions of the sort we have alluded to is inconceivable. These interventions, however, should help, not replace, the contributions of other economic actors and institutions.

* * *

One of the most important means for enhancing this spirit of cooperation is the development of a new partnership between workers and managers.

Important procedures already exist in industrial society to guarantee respect for these joint contributions. Collective bargaining between labor and management and the accountability of management to shareholders give institutional recognition to the contributions of all and provide at least minimal means for the sharing of power within firms.

* * *

Support for a less adversarial relationship between labor and management does not mean that workers alone are called upon to make sacrifices.

In the heavy manufacturing sector of the U.S. economy, technological change and international competition are pushing firms and industries toward very painful choices. We acknowledge that choices leading to job losses or wage reductions for workers may sometimes be necessary. But a collaborative and mutually accountable model of industrial organization demands that workers not have to bear all the burdens of a dynamic economy in transition.

Management and investors must also make their share of the sacrifices, especially, for example, when management is contemplating transferring capital to a potentially more productive or competitive location. The capital at the disposal of management represents to a significant degree the investment of the labor of those who have toiled in the company over the years, including currently employed workers.

Without collective negotiation even these minimal rights will be jeopardized, and so industrial cooperation requires a strong role for responsible labor unions in our changing economy. Also, the local communities in which these companies are located have often invested heavily in them through public services, tax benefits, public education and a host of other community resources. They too have a right to expect management to respect their investment.

* * *

The extent of poverty in the United States must be a matter of grave concern to all citizens. At the end of 1983 there were about 35 million Americans who, by the government's official definition, were poor. Another 20 million to 30 million had so little that by any reasonable standard they were also needy.

After a decline in the annual rate of poverty from 14.7 percent in 1966 to 11.7 percent in 1979, the figure climbed to 15.2 percent by the end of 1983—the sharpest increase since poverty statistics began to be collected.

In the four years between 1979 and 1983 the number of those living in poverty increased by over 9 million people. During this same period the number of poor children under the age of 6 jumped by 51 percent.

The fact that so many people are poor in a nation as wealthy as ours is a social and moral scandal that must not be ignored.

Members of House of Representatives

If recounts do not change the outcome, the House of Representatives will have 253 Democrats and 182 Republicans in the 99th Congress, which convenes in January.

Numerals show congressional districts; AL—at large. Newly elected House members have an asterisk after their names.*

ALABAMA
1. H. L. Callahan (R) *
2. William L. Dickinson (R)
3. Bill Nichols (D)
4. Tom Bevill (D)
5. Ronnie G. Flippo (D)
6. Ben Erdreich (D)
7. Richard C. Shelby (D)

ALASKA
Al Don Young (R)

ARIZONA
1. John McCain (R)
2. Morris K. Udall (D)
3. Bob Stump (R)
4. Eldon Rudd (R)
5. Jim Kolbe (R) *

ARKANSAS
1. Bill Alexander (D)
2. Tommy Robinson (D) *
3. John P. Hammerschmidt (R)
4. Beryl Anthony Jr. (D)

CALIFORNIA
1. Douglas H. Bosco (D)
2. Eugene Chappie (R)
3. Robert T. Matsui (D)
4. Vic Fazio (D)
5. Sala Burton (D)
6. Barbara Boxer (D)
7. George Miller (D)
8. Ronald V. Dellums (D)
9. Fortney H. Stark (D)
10. Don Edwards (D)
11. Tom Lantos (D)
12. Ed Zschau (R)
13. Norman Y. Mineta (D)
14. Norman D. Shumway (R)
15. Tony Coelho (D)
16. Leon E. Panetta (D)
17. Charles Pashayan Jr. (R)
18. Richard Lehman (D)
19. Robert J. Lagomarsino (R)
20. William M. Thomas (R)
21. Bobbi Fiedler (R)
22. Carlos J. Moorhead (R)
23. Anthony C. Beilenson (D)
24. Henry A. Waxman (D)
25. Edward R. Roybal (D)
26. Howard Berman (D)
27. Mel Levine (D)
28. Julian C. Dixon (D)
29. Augustus F. Hawkins (D)
30. Matthew G. Martinez (D)
31. Mervyn M. Dymally (D)
32. Glenn M. Anderson (D)
33. David Dreier (R)
34. Esteban Torres (D)
35. Jerry Lewis (R)
36. George E. Brown Jr. (D)
37. Al McCandless (R)
38. Robert K. Dornan (R) *
39. William E. Dannemeyer (R)
40. Robert E. Badham (R)
41. Bill Lowery (R)
42. Dan Lungren (R)
43. Ron Packard (R)
44. Jim Bates (D)
45. Duncan L. Hunter (R)

COLORADO
1. Patricia Schroeder (D)
2. Timothy E. Wirth (D)
3. Michael L. Strang (R) *
4. Hank Brown (R)
5. Ken Kramer (R)
6. Daniel L. Schaefer (R)

CONNECTICUT
1. Barbara B. Kennelly (D)
2. Samuel Gejdenson (D)
3. Bruce A. Morrison (D)
4. Stewart B. McKinney (R)
5. John G. Rowland (R) *
6. Nancy L. Johnson (R)

DELAWARE
AL Thomas R. Carper (D)

FLORIDA
1. Earl Hutto (D)
2. Don Fuqua (D)
3. Charles E. Bennett (D)
4. Bill Chappell Jr. (D)
5. Bill McCollum (R)
6. Buddy MacKay (D)
7. Sam Gibbons (D)
8. C. W. Bill Young (R)
9. Michael Bilirakis (R)
10. Andy Ireland (R)
11. Bill Nelson (D)
12. Tom Lewis (R)
13. Connie Mack (R)
14. Dan Mica (D)
15. E. Clay Shaw Jr. (R)
16. Larry Smith (D)
17. William Lehman (D)
18. Claude Pepper (D)
19. Dante B. Fascell (D)

GEORGIA
1. Lindsay Thomas (D)
2. Charles Hatcher (D)
3. Richard Ray (D)
4. Patrick L. Swindall (R) *
5. Wyche Fowler Jr. (D)
6. Newt Gingrich (R)
7. George W. Darden (D)
8. J. Roy Rowland (D)
9. Ed Jenkins (D)
10. Doug Barnard (D)

HAWAII
1. Cecil Heftel (D)
2. Daniel Akaka (D)

IDAHO
1. Larry Craig (R)
2. Richard Stallings (D) *

ILLINOIS
1. Charles A. Hayes (D)
2. Gus Savage (D)
3. Marty Russo (D)
4. George M. O'Brien (R)
5. William O. Lipinski (D)
6. Henry J. Hyde (R)
7. Cardiss Collins (D)
8. Dan Rostenkowski (D)
9. Sidney R. Yates (D)
10. John E. Porter (R)
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12. Philip M. Crane (R)
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14. John E. Grotberg (R) *
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20. Richard J. Durbin (D)
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22. Kenneth J. Gray (D) *

INDIANA
1. Peter J. Visclosky (D) *
2. Philip R. Sharp (D)
3. John Hiler (R)
4. Daniel R. Coats (R)
5. Elwood Hillis (R)
6. Dan Burton (R)
7. John T. Myers (R)
8. Frank McCloskey (D)
9. Lee H. Hamilton (D)
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1. Jim Leach (R)
2. Thomas J. Tauke (R)
3. Cooper Evans (R)
4. Neal Smith (D)
5. Jim Ross Lightfoot (R) *
6. Berkley Bedell (D)

KANSAS
1. Pat Roberts (R)
2. Jim Slattery (D)
3. Jan Meyers (R) *
4. Dan Glickman (D)
5. Robert Whittaker (R)

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2. William H. Natcher (D)
3. Romano L. Mazzoli (D)
4. Gene Snyder (R)
5. Harold Rogers (R)
6. Larry J. Hopkins (R)
7. Carl C. "Chris" Perkins (D) *

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2. Lindy Boggs (D)
3. W. J. Tauzin (D)
4. Buddy Roemer (D)
5. Jerry Huckaby (D)
6. Henson Moore (R)
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5. Bill Boner (D)
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4. Sid Morrison (R)
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2. Robert W. Kastenmeier (D)
3. Steve Gunderson (R)
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9. F. James Sensenbrenner Jr. (R)

WYOMING
AL Richard B. Cheney (R)

EDITORIALS

Bold Statements

THERE WAS a time, not too far in the past, when the principles and programs espoused in the draft statement being considered by the Catholic bishops would have raised no eyebrows. To most Americans, it would have been seen as the shaping of a moral framework for generally accepted and largely self-evident positions.

That was at a time when the national debate was whether the full employment goal would be achieved only when the jobless rate dropped below 3 percent, or whether 4 percent would be a more realistic dividing line.

By any rational standard, the above-7-percent jobless level that has marked the Reagan recovery would have been viewed as a serious recession, requiring government action to help get America back to work.

When the war on poverty was still a national crusade, the intelligent debate was over how most effectively to pursue it. It remained for the present Administration to cut and run. Even now, the remnant programs are again chief targets for more budget cutting.

There have always been attempts, as the bishops phrased it, "to break existing unions or to prevent workers from organizing through intimidations and threats."

But in the past, there was a National Labor Relations Board which sought to enforce the intent of federal labor law and protect the legitimate rights of workers and unions. There were and are weaknesses in the law that allow union-busters to defy or evade it with little fear of the consequences. But in the past, there were those in Congress and the White House who recognized the problem and worked to strengthen the law.

So yes, the viewpoints in the draft of the pastoral letter and similar concerns that have been expressed by the clergy of other faiths are bold statements that need to be expressed.

They call America to its better self, and it will be a better nation if the call is heeded.

Eye-Opener

MOST AMERICANS find even $1 billion too great a figure to comprehend, and eyes glaze over at news stories cluttered with multi-billion dollar figures.

So let's take a figure that's easier to deal with—say 25,000. not $25,000 but 25,000 people.

According to government estimates, the export of $1 billion in U.S. goods to other countries adds about 25,000 jobs to the American economy. That's 25,000 more people who are employed.

The other side of the coin is that $1 billion in imported goods denies employment to some 25,000 American workers.

Just four years ago, the United States enjoyed a trade surplus of $12 billion in manufactured goods. By that formula, which is of course a rough estimate that would vary with the type of goods involved, the United States was 300,000 jobs better off.

Now, the trade deficit has reached nearly $70 billion just for the first nine months of 1984. By year's end, the total is projected at more than $90 billion.

Using the same arithmetic, that represents a shift from plus 300,000 jobs to minus 2,250,000 jobs that the American economy and unemployed American workers sure could use.

Now that's a statistic that ought to make some glazed-over eyes pop open.

Campaign Spending War

MUST A CANDIDATE for public office be enormously wealthy or able to raise large sums from groups with a particular point of view?

In many states and in an increasing number of congressional districts, it would seem so. With costly television commercials the favored way of reaching voters, campaign costs in seriously contested elections are staggering.

In the presidential election, at least, the concept of public financing has forced a truce of sorts in the spending war. Perhaps the survivors of this year's congressional and senatorial elections will be receptive to a fresh look at a persistent and worsening problem.

Washington Window

Low-income households face winter without heat

By Press Associates, Inc.

Since energy prices exploded in the mid-1970s, home heating costs have burnt up consistently larger portions of household budgets. Low-income households, especially those with fixed incomes, were hit hardest by escalating prices for natural gas, home heating oil and electricity.

A new study by the National Consumer Law Center found that the situation is not improving for the nation's poor. In fact, the study, funded by the Field Foundation, found that many Americans will be left out in the cold this winter.

"Homes Without Heat: A Nationwide Study of Disconnected Natural Gas Users" reports on a survey of shutoffs by 67 gas utilities nationwide and the amount of money owed by users at the time of disconnection. Those utilities serve more than 60 percent of the nation's residential gas customers.

In 1983, 4.7 million people in more than 1.6 million households using natural gas had their service disconnected. If current trends continue, more than 1.8 million households will lose their service in 1984—up 9.7 percent over 1983.

During the depths of the recession in 1982, 4 million households using natural gas were behind in payments to gas utilities by 60 days or more. In 1984, 4.8 million households were 60 days or more in arrears—a 21 percent increase.

Deeper in debt

Not only are more people losing service, but they are deeper in debt to utilities. The average amount owed to utilities by households receiving termination notices was $145 in 1981 and $225 in 1984.

Howard Fox, an NCLC policy analyst, noted that the utility shutoff problem has not only defied the economic recovery, but has become "a permanent fixture on the American scene for low-income persons."

Average annual home energy costs for the poor exceed $1,000 in 21 states while over 10.6 million households have incomes under $5,000. Home energy costs absorb four times more of the low-income family budget than that of the average American family.

Although most of those disconnected manage to pay off their debt and regain natural gas service, an alarming number do not. The study forecasts that more than 500,000 households cut off from gas service will not be reconnected this winter.

Programs inadequate

Federal energy assistance programs are inadequate to aid those facing a winter without heat.

The Low-Income Home Energy Assistance Program (LIHEAP), is funded at about $2.1 billion, up 10 percent from 1981 through 1983, while the cost of natural gas rose almost 40 percent over the same period.

The federal Low-Income Weatherization Program—a common sense approach to conserving energy in the face of escalating fuel prices—is funded at only $191 million in fiscal year 1985, compared to $200 million in fiscal 1978.

About 13 million low-income dwellings are eligible for and in need of weatherization services. The program's current funding level can provide weatherization for less than 200,000 units a year. The NCLC estimates it would take 50 years for all of the eligible low-income dwellings to be weatherized at the current rate.

The study suggests that increased funding for these two programs is urgently needed. But the center points out that other steps also are necessary. Policies that affect the price of oil and natural gas and state utility rate-setting policies must recognize the budget limitations of low-income consumers, the NCLC said.

The center also urged expanded efforts by states and utilities in low-income energy assistance and weatherization.

Finally, the center urged the continuation of rules prohibiting heat shut-off during winter months. All but nine states have some type of restrictions on winter disconnections.

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New AFT headquarters

At ceremonies dedicating the Teachers' new headquarters building in Washington are, from left, AFL-CIO President Lane Kirkland, AFT President Albert Shanker, Mayor Marion Barry and Vlastimil Koubek, the architect. The 12-story headquarters is located near the U.S. Capitol.

Labor assails South Africa for crushing rights of blacks

The AFL-CIO condemned the South African government's attempt to suppress the legitimate struggle of blacks for basic human rights, and urged it to heed their demands for quality education and other social reforms.

"Neither military force nor police brutality will stop the black march to freedom and equality," the federation warned.

In what has been described as the biggest political strike by blacks in the country's history, black political organizations and labor unions called a two-day work stoppage to air their grievances. The government response was brutal, resulting in the death of 17 persons, injuries to hundreds, and about 2,000 arrests.

Union leaders arrested

In the strike's aftermath, Chris Dlamini, president of the 150,000-member Federation of South African Trade Unions, and several other labor activists were arrested under a security law that provides for indefinite detention in solitary confinement without charges.

Piroshaw Camay, general secretary of the Council of Unions of South Africa, was also arrested in the continuing crackdown to bring the number of people detained for the protest strike to 13, most of them trade union leaders.

All had backed the strike that brought much of the country's industrial heartland to a near standstill. The protest capped a wave of unrest that began in the area two and a half months ago in protest against the country's segregationist system called apartheid.

The South African government, in its handling of the two-day strike, has shown "a cynical disregard of the rights of its black citizens," the AFL-CIO charged. "It has also shown contempt for international public opinion, which has repeatedly urged white South Africa to alter its course and engage in a dialogue with all its citizens."

Reliance on massive intimidation, coercive police action, and military force to stem the rising tide of African aspirations only escalates the violence, the federation warned. An equally strong statement of condemnation was issued by the Brussels-based International Confederation of Free Trade Unions.

The worst violence occurred in the segregated black townships of Tembisa and Katlehong on the eastern Witwatersrand in the Transvaal Province.

Observers said the rioting and police brutality has reached a far more serious level than the Soweto disturbances in 1976 which grew out of black student protests against the compulsory use of the Afrikaans language in primary and secondary schools. Then more than 600 people were killed in nearly four months of violence.

In the past two months, 97 persons have died and more than 500 have been injured.

Coalition hits complacency

Official jobless count called 'tip of iceberg'

Official unemployment statistics hide the true extent and impact of joblessness, particularly in the nation's urban areas, and are "morally unacceptable," a coalition of labor, civil rights and religious groups stressed.

"What is lost sight of is that there are people behind those statistics that the recovery is not reaching," the Right Rev. John Burt told a Capitol Hill press conference called by the coalition to focus on the jobs crisis in many American communities.

"What is particularly troubling is that these figures represent only the tip of the iceberg," said Burt, who is chairman of the Ecumenical Great Lakes/Appalachia Project on the Economic Crisis and also head of the Episcopal Church's Urban Bishops Coalition.

When "discouraged" workers — those who have given up the apparently fruitless search for jobs — and others who must settle for part-time work are added to the official unemployment figures, October's real jobless rate was 13.1 percent rather than 7.4 percent as reported by the Bureau of Labor Statistics, the Full Employment Action Council observed.

The report of the council, which is a member of the Washington-based coalition, also profiles real unemployment in the nation's 20 largest cities as well as in cities hardest hit by what Catholic, Protestant and Jewish leaders described as "a profound economic and moral crisis."

Joining Burt in calling for a new approach to the nation's economic problems were Bishop John Ricard of the Catholic Archdiocese of Baltimore and Rabbi David Saperstein, co-director of the Union of American Hebrew Congregations' Religious Action Center.

Among the findings of the Full Employment Action Council report on urban unemployment was that 11 of 14 metropolitan areas hit hardest by joblessness are substantially worse off than they were four years ago. Also, of America's 20 largest cities, nine are better off but nine others are worse off than in 1980.

"The division between extremes is growing wider," Bishop Richard said. "When our cities suffer, our nation suffers. Unless we reach out to them, we cannot stand as a nation."

Lake Charles, La., for example, had an official jobless rate of 5.8 percent four years ago. The comparable figure now is 13.2 percent and the "real" rate, factoring in the discouraged and part-time workers who cannot find full-time work, is 23.8 percent.

Other hard-hit areas, with their current official and "real" rates, profiled in the study are Gary-Hammond-East Chicago, Ind., 12.9 and 23.2 percent; Huntington-Ashland, W.Va., 12.8 and 23 percent; Duluth-Superior, Minn., 12.4 and 22.3 percent; Vineland-Millville-Bridgeton, N.J., 12.3 and 22.1 percent; Youngstown-Warren, Ohio, 12.3 and 22.1 percent; Northeast, Pa., 12.1 and 21.8 percent; Pittsburgh, 12 and 21.6 percent; Kankakee, Ill., 11.8 and 21.2 percent; Modesto, Calif., 11.4 and 20.5 percent, and Altoona, Pa., 10.6 and 19.1 percent.

Called 'a crime'

Rabbi Saperstein called the continuing high unemployment problem in America's cities "a crime" that "afflicts, disproportionately, the blacks and Hispanics, women and teenagers, whose unemployment rates are as much as twice as high as the official statistics indicate."

He said the widespread nature of the problem of unemployment and underemployment reflects "the challenge of moving our nation toward a full and fair employment economy."

"If this nation gives up on those who remain unemployed, whether listed in the figures or hovering outside the official statistics, it is giving up on itself," he said.

NLRB carves up past policy on broadcast bargaining units

The Reagan majority on the National Labor Relations Board reversed a long-standing agency policy in ruling that an Alameda, Calif., radio station's disc jockeys and radio announcers do not constitute an appropriate bargaining unit.

The board majority held that since a "close functional relationship" exists among all workers at the station, the only appropriate unit would be one that included all employees.

The ruling set aside a May 31, 1983, election among "on-air programmers" only, and directed that a new election be held among the all-employees unit.

In their decision, NLRB Chairman Donald L. Dotson and Members Robert P. Hunter and Patricia Diaz Dennis—the three Reagan appointees on the board—reversed the conclusion of an agency regional director who had approved the original election among the disc jockeys and announcers.

In a dissent, Member Don A. Zimmerman asserted that the majority's decision represented a departure from "well-established policy finding appropriate a separate unit of employees who regularly perform before a microphone in the radio and television industries."

"It is neither surprising nor significant," he added, "that a small radio station—such as the employer—would have a partially integrated operation and that on-air performers would spend a substantial amount of their time assisting other employees in off-air duties."

Unsettling decision

Zimmerman said that the ruling unsettled a board policy which for many years had been stable and clear.

The case stems from a petition by the Television & Radio Artists in behalf of 15 on-air program personnel employed by KJAZ Broadcasting Co., who sought to be represented by AFTRA.

The regional director held that AFTRA's attempt to organize the 15 programmers was appropriate because it was "based on the recognized distinction for bargaining purposes in the radio industry between employees who do not appear on the air and those who do."

Sen. Hatch calls for scrapping all curbs on homework

As Sen. Orrin Hatch sees it, the Labor Dept. didn't go far enough in lifting restrictions against industrial homework.

The Utah Republican, who heads the Senate Labor & Human Resources Committee, welcomed as "good news" the Labor Dept.'s latest move to allow the home manufacture of knitted outerwear, such as sweaters.

Hatch expressed disappointment, however, that the Labor Dept. didn't also accord comparable "freedom" in the six other kitchen sweatshops industries where homework has been banned by regulation for more than 40 years. The still-regulated industries are women's apparel, jewelry, gloves and mittens, buttons and buckles, handkerchiefs and embroideries.

Labor Sec. Raymond Donovan had tried to lift all restrictions soon after the Reagan Administration took office, but public outcry and court rebukes in suits brought by unions and fair employers scuttled that effort. The bans were originally imposed because experience had shown that it was impossible to enforce the wage-hour law and child labor restrictions under the kitchen sweatshop conditions that were once common in this country.

"Letting knitters work at home is a good first step," Hatch said. "But we should lift the ban on the other six industries where homework has been outlawed. Let's give even more workers a choice."

AFL-CIO news

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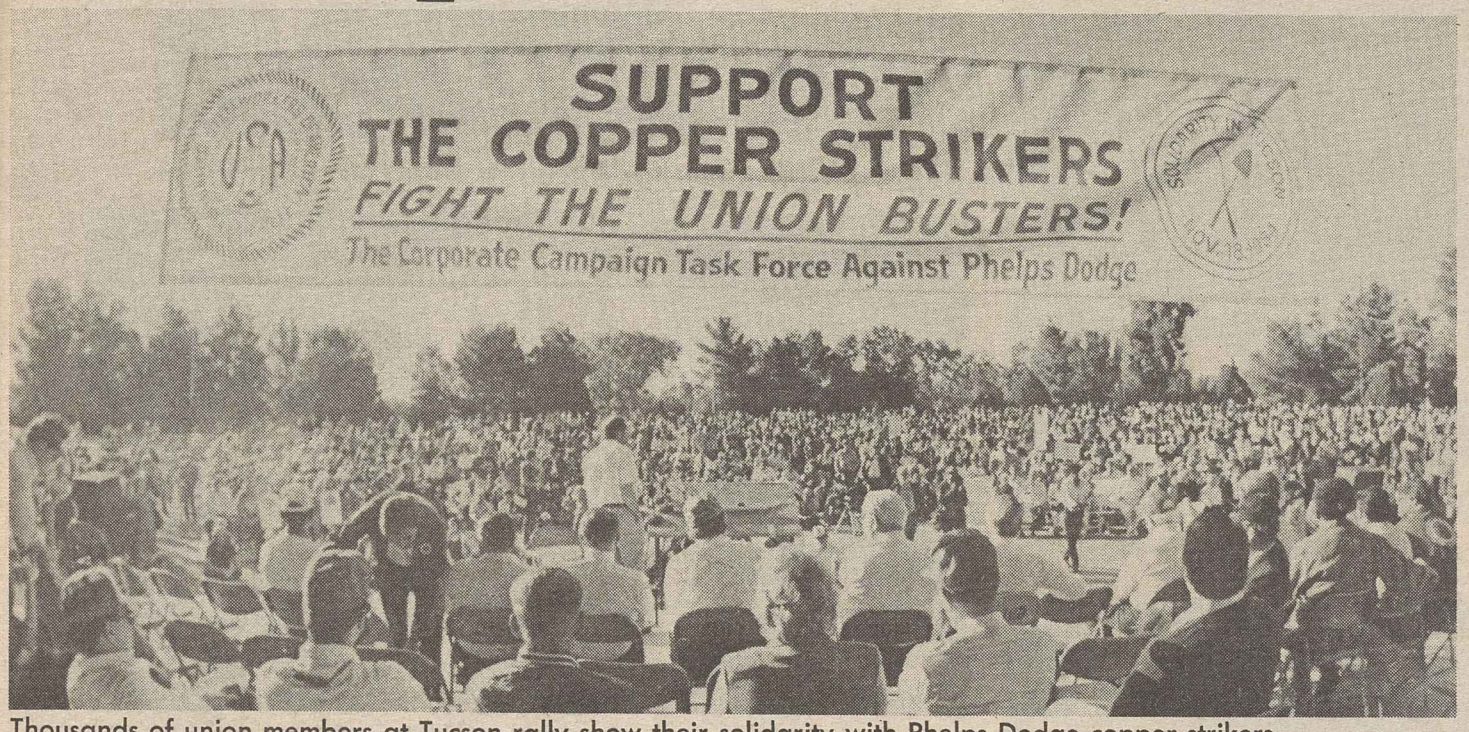
Death plotter freed in Salvador



Thousands of union members at Tucson rally show their solidarity with Phelps Dodge copper strikers.

Labor assails court decision as 'whitewash'

By James M. Shevis

A Salvadoran Supreme Court decision to dismiss the case against a Salvadoran Army officer accused of plotting the 1981 slayings of two AFL-CIO representatives and the head of El Salvador's land-redistribution program amounts to a "whitewash" by a corrupt judicial system, the federation charged.

"The AFL-CIO is further convinced that the system is totally inadequate to bring charges against a military officer," the federation said in a statement.

The officer, Lt. Rodolfo Lopez Sibrian, had been directly linked to the deaths of the two Americans, Michael P. Hammer and Mark D. Pearlman, and Jose Rodolfo Viera, head of the Salvadoran Land Transformation Institute. Two National Guardsmen have confessed to carrying out the killings in a hotel coffee shop in San Salvador on Jan. 3, 1981.

Hammer and Pearlman, who were with the AFL-CIO's American Institute for Free Labor Development, were advisers to the Salvadoran land reform program. Viera also had been president of the Salvadoran Communal Union, which represents some 150,000 farm workers.

Salvadoran law stipulates that the testimony of confessed murderers cannot be used against another suspect.

Lopez Sibrian had first been acquitted by a court on Apr. 29, 1983, and prosecutors were given a year to produce new evidence for a further appeal. Last May, an appeals court confirmed the acquittal.

Supreme Court review

On Oct. 11, the Supreme Court said it would review the case against the lieutenant "in depth."

"Had they done so rather than consider only procedural aspects of the case," the AFL-CIO said, "the decision of the lower court would have to have been reversed. Under the guise of applying the law, the Supreme Court has abdicated its moral responsibility to see justice done."

Instead, on Nov. 15, the Supreme Court ruled that the appeals court had been correct in dropping the case after prosecutors failed to present evidence other than the confessions before the one-year statute of limitations expired.

"This case and similar cases should not be closed because of legal technicalities," the AFL-CIO declared.

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Second-term playbook

Post-election agenda flouts Reagan pledges

By David L. Perlman

The Reagan Administration is planning a post-election end run around the President's campaign promises not to raise anyone's taxes and not to tamper with social security and Medicare.

Its playbook is a second-term agenda drawn up by the right-wing Heritage Foundation and a Treasury Dept. "tax simplification" plan now being pulled into final shape. Informed newspaper stories, stemming mainly from Treasury Dept. sources, point to workers, the elderly and even the unemployed as the likely losers under a Reagan version of tax reform.

Some of the proposals that have surfaced include:

- Taking as big a bite as proves politically feasible out of social security and Medicare.
- Taxing workers on the value of health insurance and other employer-provided fringe benefits.
- Taxing unemployment benefits received by low-income households.

The Heritage Foundation, which got started with funds provided by the Coors brewing company family, wrote the blueprint for Reagan's first term four years ago. "We've been using it to our and the country's advantage ever since," Reagan said.

Galley proofs of its second-term blueprint, Mandate for Leadership II, were passed around to Cabinet members by White House officials. Some portions recommend the outright abandonment of entire government programs so as to shrink drastically the non-military aspects of government.

It proposed to make the social security program voluntary, allowing persons to substitute tax-deferred individual retirement accounts to pay for their future retirement and medical needs. Such a diversion of funds would wreck the existing universal system and leave benefits unfunded.

Election pledge

Reagan had once endorsed "voluntary" social security but the political backlash from the Administration's early attempt to cut back on benefits caused him to pledge unequivocally during the election campaign that there will be no tampering with social security.

A White House press spokesman said in response to questions that the Heritage Foundation recommendations are not official policy and the Administration has "no plans to change social security."

There was no disavowal, however, of a

Continued on Page 3

Big labor rally vows support of copper strikers

Tucson, Ariz.—"You are not alone," AFL-CIO President Lane Kirkland pledged to striking copper workers locked in the bitter dispute with Phelps Dodge Co.

Nearly 3,000 union members and supporters joined the strikers and their families for a rally and picnic Nov. 18 organized by the Steelworkers. The USWA has the largest number of members among 13 unions on strike against the copper producer.

USWA President Lynn Williams called the strike "one of the greatest causes the labor movement has faced," and he stressed that the rally was intended "to send a message to Phelps Dodge that union-busting isn't an acceptable way of solving the problems of workers."

"We also want our copper strikers to know," Williams said, "that the labor movement hasn't forgotten their struggle for a union contract."

Williams said the USWA, which has already devoted about $10 million to support for the strikers, will continue to provide food and financial help "for as long as it takes to achieve their goals."

About 30 buses brought strikers and their families from the picket lines at the Phelps Dodge mining properties in Morenci, Ajo, Bisbee and Douglas, Ariz., and two buses of strikers and supporters arrived from the company's struck El Paso,

Continued on Page 2

Pendleton calls pay equity 'looney'

By Susan Dunlop

The chairman of the U.S. Civil Rights Commission is the latest Reagan appointee to ridicule the principle of pay equity.

Commission Chairman Clarence M. Pendleton, Jr., called comparable pay for work of comparable value "looney" during a news conference he held with commission staff director Linda Chavez. Chavez also belittled the idea of pay equity, claiming it would "radically alter our existing marketplace economy."

Later during an appearance on ABC television, Pendleton said it was "ludicrous" to expect that secretaries or others in "traditionally a woman's job . . . should be paid the same as men in other occupations."

William Pollard, AFL-CIO civil rights director, said the commission officials are deliberately engaging in "mischief-making" in areas where they have no authority since pay equity is not under consideration by the panel at this time.

Wrong approach

He charged that they have "misinterpreted their mission" at the commission—which is an independent agency intended to serve as the "conscience" of the United States, not the "mouthpiece of any single political party's views."

Pay equity means that people holding different jobs that require the same amount of education, skill, experience and responsibility should be paid similar wages based on the value of the job to the employer, not on whether the job has been traditionally done mostly by men or women.

The AFL-CIO and its affiliates pressing for pay equity stress that the process requires up-grading of traditionally underpaid jobs while the pay scales of existing jobs will be fully protected.

President Gerald W. McEntee of the State, County & Municipal Employees found it "ironic" that the commission officials spoke out against pay equity on the

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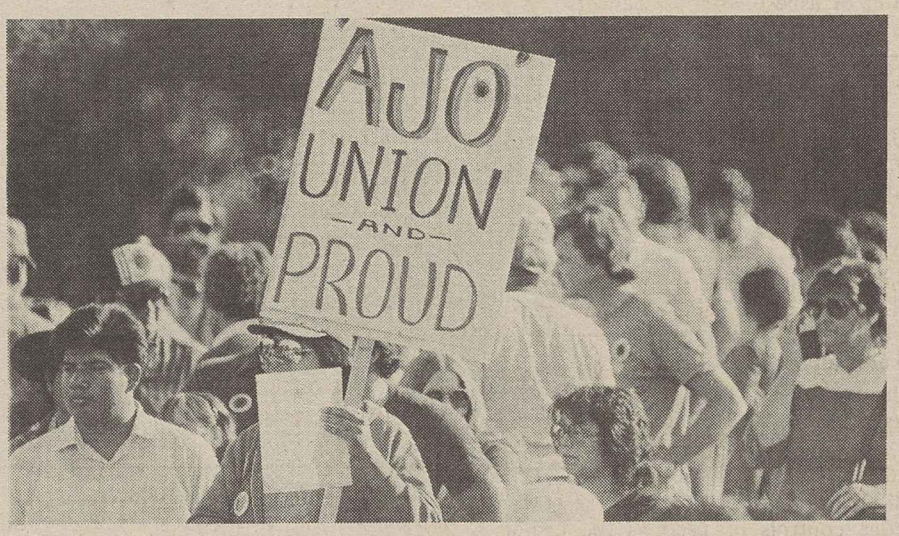
Barbecue, beans and tortillas round out the picnic menu.

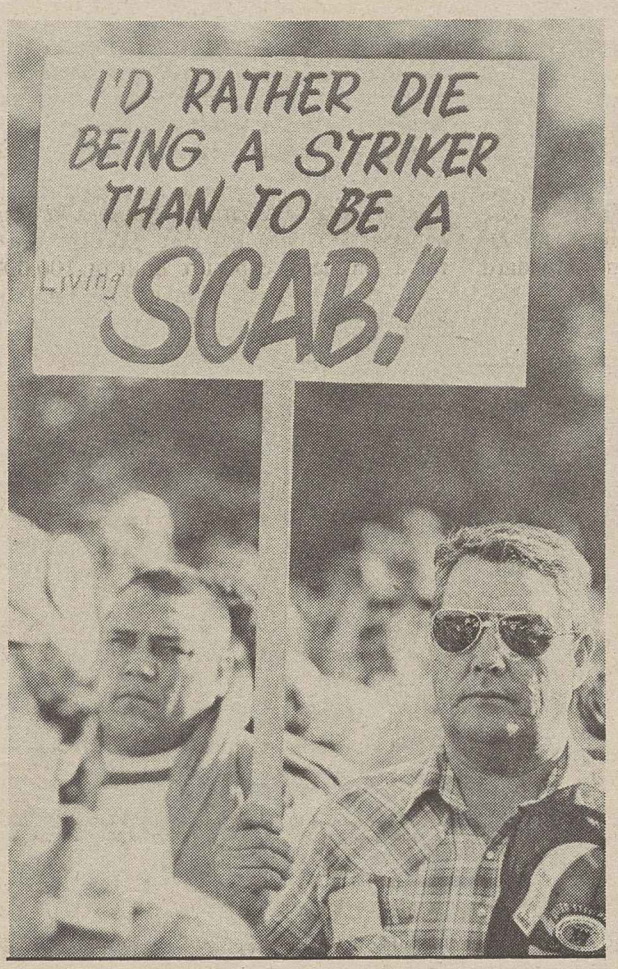
AFL-CIO President Lane Kirkland greets strikers and their families.



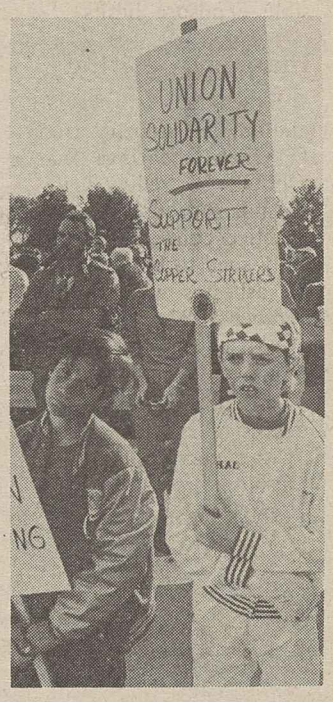
Workers from Ajo, Ariz., one of four struck sites, are stickin' to the union.

Mariachi bands and barbecue are a highlight of the afternoon.

USWA President Lynn Williams helps distribute Thanksgiving turkeys.



Worker shares his sentiments about strikebreakers.



Solidarity is a family affair.

Copper strikers backed in Phelps Dodge fight

Continued from Page 1

Tex., facility. Other unionists came by car from communities around Arizona and surrounding states, including members of Arizona's Union Club, a coalition of union retirees.

The rally was also to support 350 USWA members on strike since Aug. 1, 1983, at Anamax Mining Co. near Tucson.

The day after the rally, the Steelworkers distributed 2,000 Thanksgiving turkeys to strikers' families at each of the struck sites.

About 1,700 copper workers are still on strike in the walkout that began July 1, 1983, when Phelps Dodge refused to accept terms of an industry pattern agreement. That pact included concessions by the unions intended to bolster the severely depressed copper industry, but Phelps Dodge demanded even stiffer, unacceptable givebacks, including deep cuts in health benefits.

The company, despite low copper prices, has continued to try to operate with supervisors and strikebreakers, and the unions say its losses are close to $50 million over the year.

Phelps Dodge has a long history of union-busting. The company implemented the infamous Bisbee Deportation of 1917 when vigilantes led by local sheriffs rounded up 1,200 copper strikers, shoved them in cattle cars and dumped them in the New Mexico desert where they were trapped without food, water or shelter until they were rescued days later.

Never easy

The unions have never been able to reach an agreement with Phelps Dodge without a strike.

Kirkland told the rally that the "entire trade union movement of the United States" is "solidly in support" of the copper strikers and their families.

The labor movement has never come by victories easily, "but we do plan to win, so we enter every battle prepared for the long haul, ready to fight it out as long as it takes," he said.

The fight against Phelps Dodge is one against "corporate greed" and against "union-busting, which seems to have earned the government's seal of approval over the past four years," Kirkland charged.

Other speakers at the rally included Operating Engineers President J. C. Turner and Industrial Union Dept. President Howard Samuel, as well as representatives of other striking unions.

The Steelworkers, with the cooperation of the IUD, have launched an education campaign to inform other unions about the financial ties of several major banks that have made substantial loans to Phelps Dodge in spite of the company's questionable financial situation.

In October, the USWA withdrew $11.5 million of its strike fund investments from two major banks that have loaned the company money. The union said it would not be "sound financial practice" to keep its members' money in banks with such "dubious" loan policies.

The campaign includes efforts to keep Phelps Dodge directors and investors informed of the company's activities, and to force the company to comply with environmental laws that it has repeatedly violated.

Unions involved

In addition to the USWA, unions representing Phelps Dodge strikers are the Machinists, Electrical Workers, Boilermakers, Operating Engineers, Chemical Workers, United Transportation Union, Plumbers & Pipefitters, Carpenters, Railway Carmen, Painters, the Morenci-Clifton Metal Trades Council and the unaffiliated Teamsters.

In decertification elections in which no strikers were allowed to vote by the National Labor Relations Board, strikebreakers in El Paso voted against the union, but results of voting in the Arizona facilities have not been released pending the results of USWA challenges.

OSHA plan 'inadequate'

Unions press stricter controls for asbestos

The AFL-CIO and its Building & Construction Trades Dept. want a final federal standard on asbestos that would reduce worker exposure limits 20-fold, primarily through engineering and work practice controls, and a separate standard for the construction industry.

In a post-hearing brief filed with the Occupational Safety & Health Administration, the federation said OSHA's proposed revision of the asbestos standard is "grossly inadequate to protect workers" and warned that it "will do little to stop the mounting toll of asbestos-related cancers."

OSHA's proposal would put all industries under one standard and would lower the permissible exposure limit from 2 million fibers per cubic meter to either 500,000 or 200,000 fibers. It would also, for the first time, give less effective dust masks, equal weight with engineering controls and work practices in reducing worker exposures.

Under the so-called respirator provision, OSHA "would only add requirements for the use of disposable dust masks and worker training," the AFL-CIO said.

The federation brief noted that OSHA, in its adopted cancer policy, determined that one of the few regulatory issues that could be "definitely resolved" was "the requirement that engineering and work practice controls be used as the primary method of complying with PEL's (permissible exposure limits)."

Industry position

Even the Asbestos Information Association, an industry trade group, testified in OSHA hearings that exposure limits "should be reduced to the lowest level feasible through engineering and work practice controls." The AIA had successfully sued to block an emergency standard on asbestos which OSHA issued in November 1983.

Asbestos is a mineral that causes a number of cancers and related diseases. Past exposures will result in the premature deaths of 200,000 workers before the end of this century, according to OSHA figures.

Short-term exposures to asbestos can pose severe risks to workers and given the unreliability of respirators, especially disposable dust masks, the agency's promotion of respirators is "literally a fatal flaw," the AFL-CIO said.

The federation also questioned OSHA's ability to monitor worker exposures if respirators are the primary control method. With engineering controls, it is easy to monitor the air a worker breathes, but with a respirator, such monitoring "would be extraordinarily difficult, if not impossible."

Lowest limits

Federal job safety law mandates that the agency set the exposure limits for harmful substances at the lowest feasible level. The AFL-CIO stressed the need for a limit of 100,000 asbestos fibers, rejecting the view of the AIA that the PEL be 500,000 fibers.

The AFL-CIO pointed out that OSHA's revision of the standard failed to provide improvements in the requirements on ceiling limits, work practices and regulated areas.

The federation stressed that many workers, such as those in repair and maintenance, receive only short-term exposures to asbestos. For these workers, a short-term exposure limit of 500,000 fibers is necessary. The method of averaging out exposures over an eight-hour work day would be ineffective, the AFL-CIO said.

The AFL-CIO said respirators should be allowed only during emergencies — when engineering controls are being installed, or where it isn't feasible to reduce exposures through engineering and work practice controls.

In urging a separate standard for the construction industry, the BCTD called for a long-term exposure limit of 100,000 fibers, with a short-term ceiling limit of 500,000 fibers.

It also wants to require employer reporting, bonding and proficiency; employee training and certification; engineering and work practice controls; regulated areas; emergency and decontamination procedures; monitoring and recordkeeping; medical surveillance; employee notification, and medical removal protection.

UFCW Local 400 President Thomas McNutt presents the union's "Golden Turkey" award to Labor Sec. Raymond Donovan in absentia for encouraging Marval and others to bust unions. Safeway Stores shared the honors for threatening to fire workers wearing Marval boycott buttons.

UFCW expands campaign to boycott Marval turkeys

In time for the biggest turkey season of the year, Food & Commercial Workers Local 400 cooked up a major advertising campaign to urge consumers to boycott birds from Marval Poultry Co. The campaign is continuing undiminished beyond the Thanksgiving season.

Some 400 members of the union struck the company's Dayton, Va. plant June 2, and Local 400 President Thomas R. McNutt said the union hopes to use the consumer boycott to draw public attention to Marval's shabby treatment of its workers and force the company back to the bargaining table.

McNutt said the UFCW "had little choice" but to launch a consumer boycott of Marval turkeys and the new ad campaign because "the Reagan Administration has virtually eliminated the National Labor Relations Board as an effective protector of workers' rights, and it's now up to us to protect our rights as best we can."

The boycott has been endorsed by the AFL-CIO Executive Council.

Local 400's ad blitz won't end with Thanksgiving. It will include radio and print advertising asking consumers to become "Turkeybusters" and stop buying products from Marval's Virginia plant, the largest turkey processing facility in the world. The ads will be concentrated in the company's prime markets in the Northeast including Boston, New York, Philadelphia and Washington. Other cities slated for future campaigns include Baltimore, Cleveland, Pittsburgh and Richmond, Va.

Several of the print ads will feature members of the National Football League Players Association, and the UFCW will hand out boycott leaflets at several professional football games.

Half-mililon letters

Both the Maryland-D.C. and Virginia AFL-CIOs mailed more than half a million letters to union households in the two states explaining the boycott. Many of the letters included a coupon offering a $1 refund on the purchase price of any turkey not from Marval.

The UFCW members struck Marval last summer primarily over what they called "an incredible deterioration in safety and health conditions" and "brutal and inhumane" work rules.

Most of the Marval workers are women with families, and most make about $6 an hour. The company's attempts to destroy the union health and welfare plan is also a key issue.

At the news conference, McNutt said Local 400 had also decided to award its "Golden Turkey Award" jointly to Labor Sec. Raymond Donovan and Safeway Stores, Inc.

Anti-worker climate

In a tongue-in-cheek citation, the union said the secretary "won" the "award" for helping to foster "an anti-union and anti-worker climate" that has "cheered on unscrupulous and predatory employers — like Marval" in attempts to deny workers their rights.

Local 400 said Safeway shared the "honor" for a company directive threatening to fire any employee caught wearing on the job one of the "Boycott Marval" buttons.

Marval turkeys can be identified in grocery stores either by the company name, or by a Dept. of Agriculture inspection stamp with the plant number "P-18" usually found on the metal wrapper closing ring.

Other brand names using some Marval-processed turkeys include Armour, Bigger Brothers, Bird-in-Hand, Boston Beef, C&S Distributors, Dogwood Hill Farms, Esskay, Farmer Gray, Food Club, Frosty Acres, Kingston, Lancaster, Louis Rich, Manor House, Marval, Maryland Chicken, Mazo Lerch, McSweeney's, Montoco, Rockingham, Shop Rite, Stu Leonard, Super True, Sure Fresh, Table Rite, Tender Pride, Top Frost, Weber Gourmet and Wilson.

Second-term agenda flouts pledges

Continued from Page 1

companion proposal that is being actively considered in the shaping of the budget recommendations that will be presented to Reagan after Thanksgiving. This would allow persons eligible for Medicare to take instead vouchers that could be used to pay for private health insurance.

The idea isn't new, and critics have warned that the almost certain result would be to allow private insurers to seek out persons with the least risk while leaving unprofitable cases of persons with costly or chronic ailments as a burden on a financially depleted Medicare system.

Less drastic measures reported under consideration include higher premiums offset in part by a new "catastrophic" health insurance protection and continuation of the trend to greater out-of-pocket payment by the elderly and disabled for their health care services.

The Administration already has called for taxation of health insurance benefits beyond a basic minimum, but accounts of Treasury Dept. recommendations indicate a considerably wider taxation of employer-provided benefits.

One of the more startling of the tentative proposals leaked to the press appears to be a revival of an Administration plan that was hastily withdrawn just two years ago after a torrent of protests.

Over the Thanksgiving holiday in 1982, in the midst of the recession's double-digit unemployment, the news broke that the White House was considering taxing unemployment benefits for all recipients, regardless of income.

Under existing law, unemployment benefits are taxed only if an individual's total income for the year—including unemployment compensation—is over $12,000, or $18,000 for a couple's joint return.

It was a sour and unpopular note that Thanksgiving and Reagan hastily renounced the idea.

Now, apparently, it is being revived.

Administration sources confirmed that one of the ingredients of the President's deficit reduction plan will be a major cutback in civil service retirement rights of federal employees and postal workers. In trade union terms, such an action would be comparable to management's unilateral rewriting of a contract.

Martin Marietta contract ratified

The Auto Workers ratified a new three-year agreement covering nearly 5,000 workers at Martin Marietta Corp. plants in three states.

UAW Sec.-Treas. Raymond Majerus noted that the settlement nearly concludes the union's current round of bargaining in the aerospace industry. The major exception, he said, is the Vought Corp. in Grand Prairie, Tex., where 3,500 UAW members have been working without a contract since Mar. 4.

The Martin Marietta contract, which covers workers in Denver, Baltimore, and Orlando, Fla., provides a 4.5-percent, lump sum supplemental wage payment, based on a worker's previous year's earnings and payable on Dec. 14; a 3-percent, lump sum wage payment in the second year of the contract, and a 3-percent general wage increase in the final year.

Democrats lead in undecided races

Results of two congressional elections remain in doubt, but Democrats are leading in both.

The final tally in Idaho's 2nd District showed Democrat Richard Stallings with a 133-vote lead over incumbent Republican George Hansen, but a recount remains a possibility.

The count was even closer in the 8th District of Indiana, where incumbent Democrat Frank McCloskey holds a 72-vote lead over Republican Richard D. McIntyre. The Republican has already requested a recount in two counties.

If the Idaho and Indiana seats stay Democratic and there is no change in several other districts where recounts are still possible, the party lineup in the 99th Congress will be 253 Democrats and 182 Republicans. That would represent a 14-seat GOP gain.

In the state legislatures, a Republican pickup of the North Dakota House was omitted from the roundup in the Nov. 17 issue of the AFL-CIO News. Republicans now control both houses of the legislature, but the governorship switched from Republican to Democratic.

Metal Trades President Paul Burnsky opens shipbuilding conference.

Metal Trades shipyard conference demands end to 'build foreign' policy

Delegates to a multi-union shipbuilding conference called for emergency measures to head off destruction of an industry that is essential to the nation's defense and important to its economy.

The common thread of the three-day meeting was concern over the Reagan Administration's "build foreign" ship construction policies. The biennial conference is sponsored by the AFL-CIO Metal Trades Dept. and the 200 participants came from both federal and private shipyards. They are members of different unions, but they bargain through local Metal Trades councils.

MTD President Paul Burnsky reported that shipyard employment has dropped from 135,000 to 102,000 in four years, with even more deterioration in sight.

"For all practical purposes, the American ocean-going shipbuilding industry consists today of a handful of yards building vessels for the U.S. Navy," Burnsky noted.

Other maritime nations recognize the need for "a sound and healthy commercial fleet and shipbuilding base," he stressed. But the United States alone "treats its shipbuilding industry as an orphan."

The conference called for the strengthening of laws reserving domestic shipping trade for U.S.-flag vessels and urged the closing of loopholes in existing cargo preference laws.

It pressed also for an increase in federal financial aid for both construction and operation of American-flag vessels.

AFL-CIO President Lane Kirkland told the conference that national interest demands a maximum effort to keep shipbuilding from following the wake of other once flourishing U.S. industries that have been wiped out.

Shipyard shutdowns

In the four years since President Reagan called for a revitalization of maritime resources, Kirkland noted, nine major shipyards have shut down "and nine more are circling the drainpipe."

Kirkland urged the delegates to "expose the hypocrisy of those who speak of a strong America, yet contest every dime spent on our maritime strength, America's first line of defense."

Frank Drozak, president of the Maritime Trades Dept., said assurance of a fair share of cargo is an essential element for building a fleet of U.S.-flag vessels.

Drozak, who is also president of the Seafarers, said the United States must negotiate bilateral shipping agreements with its trading partners and do more to upgrade its inland waterway system.

"Each of these elements would have the effect of approaching our shipbuilding problems from the demand side," he said. "Together they make up the kind of comprehensive maritime policy we need to pull this industry away from the brink of collapse."

Burnsky said lack of work "is rapidly demolishing our industry" and noted that only one shipyard, with an order for two oil tankers, has any seagoing private construction in progress.

The scattering of skilled shipyard workers thrown out of work has already dangerously depleted the nation's ability to respond to an emergency, Burnsky noted.

Rep. Charles E. Bennett (D-Fla.), chairman of a House Armed Services subcommittee on Seapower, said expansion of the merchant fleet is an important aspect of the nation's defense buildup. He urged the metal trades unions to work with a commission established by Congress to shape recommendations for strengthening the merchant fleet.

In action on resolutions, the conference urged a change in government policies that encourage the flight of shipyard jobs overseas. Other resolutions urged strengthened enforcement of occupational safety and health at both private and federal shipyards, and protested unfair contracting-out policies of the federal government.

Pay plunge

Workers' real earnings took a sharp drop last month, declining nine-tenths of 1 percent from the previous month —a sure sign of the economic slowdown.

The drop was the third in the past four months, and left real earnings a full percentage point below the year-earlier level. Real earnings are wages adjusted for the impact of inflation.

The Bureau of Labor Statistics said the October decrease resulted from a six-tenths of 1 percent drop in average weekly hours, a slower pace in inflation, and a slight decline in average hourly earnings.

Cabinet post tied to passing right-wing test

There's only one vacancy in President Reagan's Cabinet so far, and right-wing ideologues want to make certain that it's not filled by a closet liberal.

With the encouragement of the White House, persons being considered for Secretary of Education in Reagan's second term are subjecting themselves to an ideological inquisition from the Committee for the Survival of a Free Congress.

The two most-discussed candidates for the post, National Endowment for the Humanities Chairman William J. Bennett and Boston University President John Silber, already have met with the self-appointed conservative screening group.

Conservatives made no secret of their hostility to Sec. of Education T. H. Bell, who is resigning from the Cabinet. Bell, a moderate in the context of the Reagan Administration, received generally good grades from the Teachers as a person of integrity who "genuinely cares about the quality of the American education system."

AFT President Albert Shanker expressed "dismay" that persons under consideration for a Cabinet post "would parade themselves before these right-wingers."

Candidates listed

The White House furnished the names of persons being considered for the Cabinet vacancy to the right-wing committee.

Bell, who will leave office on Dec. 31, said he was "just amazed" at hearing of the screening process. He expressed the hope that conservatives "won't be the only ones to have an input" in the choice of his successor.

If recommendations made by the conservative Heritage Foundation are adopted as Administration policy in Reagan's second term, the choice of Secretary of Education may not matter a great deal. The foundation's report, which was distributed at a Reagan Cabinet meeting but has not yet been published, suggests that the Dept. of Education be reduced to the equivalent of "a three-room schoolhouse."

Award to Turner stresses social justice commitment

New York—President Reagan's re-election hasn't dampened the trade union movement's commitment to social justice.

That was a central theme of participants in a Workers Defense League program honoring J. C. Turner, president of the Operating Engineers and a leader in job-training programs.

Turner received the WDL's David Clendenin Award, named for one of the organization's founders. It was presented by President Robert A. Georgine of the Building & Construction Trades Dept., and Ladies' Garment Workers President Sol C. Chaikin was the chairman for the program.

The good news from the election, Turner noted, is that the congressional results showed "that we have stopped the political pendulum's wild swing to the right." The task now, he suggested, is to "relight the lamp of compassion, fairness and equality."

The Workers Defense League was founded in 1936 and its efforts on behalf of oppressed groups go back to the era of sharecroppers in the South. It has spoken out against forced labor abroad and a current project involves assistance to jobless persons unjustly denied unemployment compensation. Its current chairman is Harry Fleischman, a longtime civil rights activist and a biographer of Norman Thomas, the Socialist leader who also helped set up the WDL.

Praised for service

Georgine presented the award to Turner, as "one of our movement's great leaders." He cited Turner's work for inner-city youth in the nation's capital, his identification with civil rights causes and civic leadership.

Chaikin said the trade union movement and its allies must continue to fight "for labor rights and against discrimination" during the "four more years" of a Reagan Administration.

In accepting the award, Turner said the combined efforts of groups such as the Workers Defense League, the labor movement, and the Catholic bishops "can reverse the tide of greed that threatens our democracy."

Economy's slowdown brings concern

The slowdown in the U.S. economy appeared even more pronounced in a series of new government reports.

The Commerce Dept. reported that "real," or inflation-adjusted, gross national product during the July-September quarter grew at an annual rate of only 1.9 percent rather than an initial rough estimate of 3.6 percent and a subsequent refinement to 2.7 percent.

The sputtering third-quarter GNP rate compares with a 10.1-percent pace in the first quarter of the year and a 7.1-percent rise in the April-June period.

Analysts said the slowdown stems from the deteriorating U.S. trade position—shrinking exports and surging imports—as the record-high trade deficit mounts.

In another economic report, the department said that new home construction fell 9.8 percent in October. The issuance of new building permits—a key indicator of future activity—also was down by 2.2 percent from the previous month's level.

Meanwhile, the Federal Reserve Board said that the nation's factories, mines and utilities operated at 81.8 percent of capacity in October, down from 82 percent in September. The decline in the operating rate was the third in as many months.

Also, the Bureau of Labor Statistics reported a two-tenths of 1 percent rise in its Consumer Price Index for Urban Wage Earners & Clerical Workers (CPI-W) last month.

Over the three months ended in October, retail prices as measured by the CPI have risen at an annual rate of 6.7 percent. In the 12 months ended in October, the rise was 3.6 percent.

Half of the October rise was attributed to increases for gasoline and food. Food prices, which had fallen in September, rose four-tenths of 1 percent. Transportation and medical care costs also rose.

The slowdown in housing starts hit every region of the country last month except the northeast, which posted a small 1.6-percent gain. Construction activity in the south dropped 11.3 percent, followed by an 11.2-percent decline in the midwest, and an 11-percent drop in the West.

Housing starts are now 35 percent below their peak rate of 2.3-million units reached in February. Continued high interest rates are a reason for the slowdown.

The October decline included a 9.3-percent drop in construction of single-family homes. Construction of large apartment units fell an even sharper 14.7-percent.

For union-busting

Polish walkout follows condemnation by ILO

Geneva—Poland's communist government pulled out of the International Labor Organization after the ILO's governing body adopted a report condemning the Jaruzelski regime for banning the Solidarity free trade union organization and persecuting its members.

The move was not unexpected. Poland had already "suspended" its cooperation with the ILO following publication last June of a report by a commission of inquiry critical of the Polish government's labor policies. It had suspended payment of dues and refused to participate in any of the ILO work committees.

The governing body, an executive council of worker and employer delegates as well as government representatives, held fast when other communist members of the ILO threatened to follow suit.

Ukrainian government delegate Gennadi Oudovenko, saying he was speaking on behalf of what he called the "socialist countries," told the governing body, "we wish to express our solidarity and support, and we will consider the necessary measures to be taken as a consequence." He did not specify what measures.

The commission of inquiry's June report called for a resumption of dialogue between the Polish government and the banned free trade union. The panel met in Geneva after the Polish government refused to allow it to visit Warsaw.

Director Irving Brown of the AFL-CIO Dept. of International Affairs, the U.S. worker delegate to the ILO governing body's Nov. 12-16 meeting here, commended the panel for its firm hand against the Soviet bloc's threat to walk out if the report were adopted.

"It is important for the western countries not to yield to the implied threat by making concessions that will vitiate the labor standard-setting function of the ILO," he said after Oudovenko made his remarks.

"If the Soviet Union should leave the ILO, if it ever comes to that decision, it will only be when it believes that it can better further its interests outside the organization."

Poland absent

Poland is not a member of the governing body, and therefore could not speak at the meeting. However, the Soviet Union and its constituent republics of the Ukraine and Byelorussia are entitled to full votes.

ILO Director Gen. Francis Blanchard, in a letter to Poland's ambassador in Geneva, Stanislaw Turbanski, pointed out that the ILO's constitution calls for a two-year notice before withdrawal becomes final. He added:

"It is my sincere hope that the two-year period of notice of withdrawal laid down under the constitution will serve to resolve the issues and permit Poland, which was one of its founding members in 1919, to remain in the ILO."

Poland is the second communist country to pull out of the agency in the past three years. Vietnam left in 1982. The United States withdrew from the body in 1977 over the increased politicization of its debates, but rejoined in 1979.

In announcing the pullout, Poland raised the overworked objections of communist governments against the ILO's supervisory machinery and claimed that the complaint by western trade unions that sparked the ILO inquiry into its treatment of Solidarity was "politically inspired" and "unwarranted interference" in its internal affairs.

In a letter to Blanchard in September, the Polish government threatened to quit the ILO if the governing body took an "anti-Polish" decision on the commission of inquiry's report. The Soviet press took up the threat, implying in several articles that Moscow might follow Poland's example.

U.S. government and employer members of the governing body were, like the AFL-CIO's Brown, solidly behind the majority view that the panel would be shirking its responsibilities if it failed to follow established ILO procedures by formally receiving the report.

The vote to receive, or "take note of," the report was by a vote of 31 in favor, 10 against, and 12 abstentions.

Salvador ruling on death plotter called whitewash

Continued from Page 1

"If the structure of the system must be changed and if that change requires an action on the part of the Legislative Assembly, then it is to that body that we would look for a legal remedy and justice."

The Reagan Administration had focused on the case as a test of the Salvadoran judicial system under the government of President Jose Napoleon Duarte. Death squads linked to El Salvador's military have been blamed for as many as 50,000 deaths in the country's five-year-old civil war.

While recognizing the desire of Duarte and the Administration to see justice done in the case, the AFL-CIO said it could not in good conscience suggest to U.S. citizens that they should continue to support military aid to a country whose judicial system repeatedly fails to punish terrorists.

"We understand the difficulties of those Salvadorans such as President Duarte who would reform their judicial system, but we will not ignore the resolution of the AFL-CIO convention which requires that justice be done in the Hammer-Pearlman-Viera murder case as a condition to our support of military aid," the federation said.

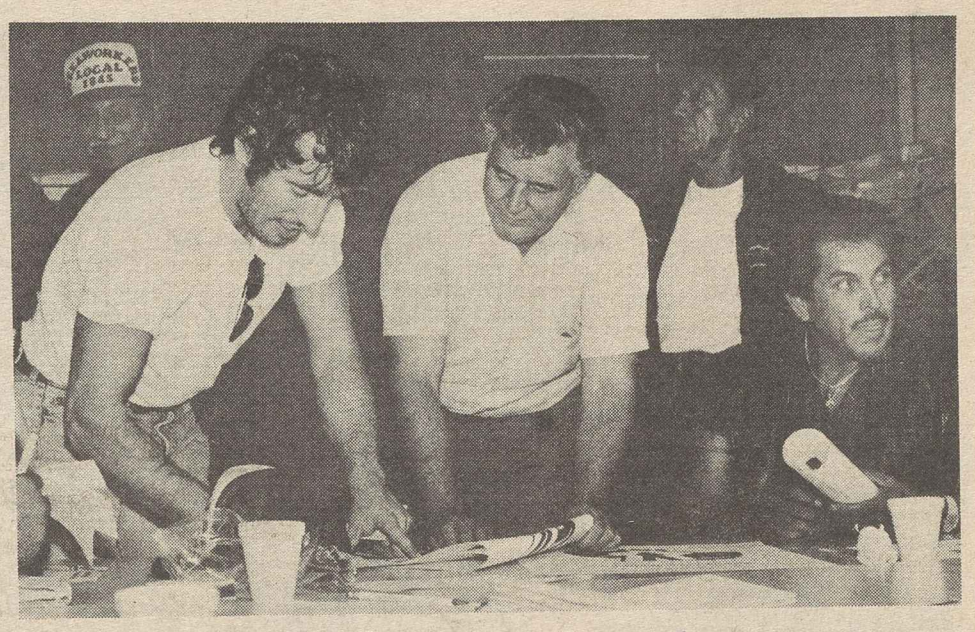
Conditional support

"This conditionality formed, as well, the basis for the support given by the AFL-CIO for the recommendation of the National Bipartisan Commission on Central America."

The State Dept. expressed dismay at the court decision. American investigators said that "substantial evidence exists against Lt. Lopez Sibrian," and that there was "no reasonable basis" for the ruling.

Sibrian is now on active duty in San Vicente province. A second officer linked to the case by the Guardsmen, Capt. Eduardo Alfonso Avila, was freed last March after spending three months in jail. He testified that he had "no knowledge" regarding the case.

Vice President George Bush had appealed for Avila's arrest during a visit to El Salvador last December.



Springsteen's helping hand

Rock star Bruce Springsteen, who donated $10,000 to Steelworkers Local 1845 food bank in Maywood, Calif., signs autographs at the local's hall. Thousands of USWA members have been unemployed since 1982 when Bethlehem Steel Corp. closed its Vernon plant. Springsteen also gave the Steelworkers a block of tickets for his concerts in Los Angeles and urged the audiences to donate to the food bank which helps feed more than 10,000 families.

Kawasaki anti-union deeds hit in world forum by UAW

Kawasaki Motor Corp.'s clear attempts to foil the Auto Workers' organizing drive at its Lincoln, Neb., motorcycle plant violate the Organization for Economic Cooperation & Development's code of conduct for multinational corporations, the UAW charged.

"Kawasaki's record of anti-union conduct in violation of American labor laws is absolutely shocking," UAW President Owen Bieber said. "Kawasaki is a corporation with a double standard: it accepts labor unions in Japan, but not in America."

The UAW complaint against Kawasaki went before the Paris meeting of the OECD's Committee on International Investment & Multinational Enterprises. The OECD is a 24-nation organization to which both the United States and Japan belong.

Thwarted drive

The UAW accused Kawasaki of discriminating against workers at the Lincoln plant prior to an October 1982 union representation election. Strong union supporters were fired, assigned to more difficult jobs, and disciplined more harshly than those who did not support the union, the union said.

The UAW asked the OECD committee to confirm that such actions violate the OECD's "Guidelines for Multinational Enterprises" issued in 1976, which require the multinational companies to "respect the right of their employees to be represented by trade unions" and to "discharge pay, promote, and train without discrimination."

The UAW filed the U.S. government documents with the OECD showing that top Kawasaki officials raised the threat that the company would close the Nebraska plant. In the three days prior to the union election, the company required workers to attend meetings during which they were told that costs were cheaper in Taiwan and Indonesia and that a decision was pending on whether to close the plant at the end of the year.

"Kawasaki's message was very clear," UAW Vice President Steve Yokich said. "They were threatening the workers that the Lincoln plant would close in two months if the workers exercised their legal right to unionize." Yokich directs the UAW's organizing department, which has assisted the Kawasaki workers' efforts to form a union.

The union pointed out that Kawasaki's plant closure threats conflict with the OECD guidelines that companies not "threaten to transfer an operating unit from a country in order to hinder the exercise of a right to organize." Kawasaki's actions also conflict with guidelines that would have multinational firms "provide reasonable notice of the closure involving dismissals," the UAW said.

Union-buster

Kawasaki hired as its labor relations adviser a union-busting firm — Alaniz, Bruckner & Sykes — well-known for counseling employers which seek to frustrate the legitimate organizing and collective bargaining activities of their workers.

The UAW also sought OECD clarification of a guideline that requires multinationals to "provide representatives of employees information which enables them to obtain a true and fair view of the performance of the enterprise as a whole."

Most of Kawasaki's 50,000-plus workers around the world are represented by unions and have an ongoing and apparently satisfactory relationship with the company, UAW Region 4 Director William Stewart said. "We think Kawasaki has an obligation to inform its workers about its positive relationship with unions elsewhere, instead of telling them they couldn't stay open under 'a restrictive UAW contract.' "

The UAW's action against Kawasaki formally requests interpretation of specific provisions on employment and industrial relations in the guidelines for multinational enterprises. It was submitted by the Trade Union Advisory Committee (TUAC) to illustrate the problems arising under the guidelines. TUAC is an advisory body to the OECD representing labor interests.

The UAW's efforts to clarify the guidelines are supported by the AFL-CIO and by the International Metalworkers' Federation, which actively participate in TUAC efforts to represent labor's views to OECD.

Pay equity concept 'looney' to rights panel chairman

Continued from Page 1

same day federal court briefs were to be filed in the historic Washington State comparable worth case.

McEntee challenged the contention that "market forces" will close the "wage gap" for working women in the face of "overwhelming evidence that sex-based wage discrimination exists."

The courts are acting, he said, because employers have not.

Appearing on the ABC television program, McEntee stressed that pay equity studies compare jobs "within the employers' family" and would in no way "upset the market place."

In the landmark Washington case won by AFSCME last year, a federal judge found the state guilty of sex-based wage bias against some 15,000 of its female employees and ordered pay raises. The State appealed the ruling.

The AFL-CIO filed briefs in the U.S. 9th Circuit Court of Appeals in San Francisco supporting AFSCME. Also filing were the NAACP Legal Defense Fund, the National Organization for Women, the National Center for Economic Alternatives, a coalition represented by the National Committee for Pay Equity and the National Education Association.

Service Employees President John J. Sweeney in a statement pointed out that the same kind of predictions about the "cost" and "disruptions" of pay equity are now coming out of the Reagan White House and its appointees as were heard years ago about the eight-hour work day, the minimum wage and "every other worker reform."

The SEIU also announced that its affiliate, the California State Employee Association, filed suit in federal district court Nov. 21 charging the state with sex-based wage discrimination. At least 35,000 women state employees could be affected by the decision.

Senate membership in 99th Congress

These are the senators who will serve in the 99th Congress, which convenes in January. The post-election party breakdown is 53 Republicans and 47 Democrats, a net gain of two Democrats from the outgoing Congress.

The 26 re-elected this year have an asterisk after their name. The seven new senators are indicated by the dagger † symbol.*

ALABAMA
Howell Heflin (D) *
Jeremiah Denton (R)

ALASKA
Ted Stevens (R) *
Frank H. Murkowski (R)

ARIZONA
Dennis DeConcini (D)
Barry Goldwater (R)

ARKANSAS
Dale Bumpers (D)
David Pryor (D) *

CALIFORNIA
Alan Cranston (D)
Pete Wilson (R)

COLORADO
Gary Hart (D)
William L. Armstrong (R) *

CONNECTICUT
Lowell P. Weicker Jr. (R)
Christopher J. Dodd (D)

DELAWARE
Joseph R. Biden Jr. (D) *
William V. Roth Jr. (R)

FLORIDA
Lawton Chiles (D)
Paula Hawkins (R)

GEORGIA
Sam Nunn (D) *
Mack Mattingly (R)

HAWAII
Daniel K. Inouye (D)
Spark M. Matsunaga (D)

IDAHO
James A. McClure (R) *
Steven D. Symms (R)

ILLINOIS
Paul Simon (D) †
Alan J. Dixon (D)

INDIANA
Richard G. Lugar (R)
Dan Quayle (R)

IOWA
Tom Harkin (D) †
Charles E. Grassley (R)

KANSAS
Robert Dole (R)
Nancy Kassebaum (R) *

KENTUCKY
Wendell H. Ford (D)
Mitch McConnell (R) †

LOUISIANA
J. Bennett Johnston (D) *
Russell B. Long (D)

MAINE
William Cohen (R) *
George Mitchell (D)

MARYLAND
Paul S. Sarbanes (D)
Charles McC. Mathias Jr. (R)

MASSACHUSETTS
Edward M. Kennedy (D)
John F. Kerry (D) †

MICHIGAN
Donald W. Riegle Jr. (D)
Carl Levin (D) *

MINNESOTA
Rudy Boschwitz (R) *
Dave Durenberger (R)

MISSISSIPPI
Thad Cochran (R) *
John C. Stennis (D)

MISSOURI
Thomas F. Eagleton (D)
John C. Danforth (R)

MONTANA
John Melcher (D)
Max Baucus (D) *

NEBRASKA
J. James Exon (D) *
Edward Zorinsky (D)

NEVADA
Chic Hecht (R)
Paul Laxalt (R)

NEW HAMPSHIRE
Gordon J. Humphrey (R) *
Warren B. Rudman (R)

NEW JERSEY
Frank R. Lautenberg (D)
Bill Bradley (D) *

NEW MEXICO
Jeff Bingaman (D)
Pete V. Domenici (R) *

NEW YORK
Daniel Patrick Moynihan (D)
Alfonse M. D'Amato (R)

NORTH CAROLINA
Jesse Helms (R) *
John P. East (R)

NORTH DAKOTA
Quentin N. Burdick (D)
Mark Andrews (R)

OHIO
John Glenn (D)
Howard M. Metzenbaum (D)

OKLAHOMA
David L. Boren (D) *
Don Nickles (R)

OREGON
Mark O. Hatfield (R) *
Bob Packwood (R)

PENNSYLVANIA
John Heinz (R)
Arlen Specter (R)

RHODE ISLAND
John H. Chafee (R)
Claiborne Pell (D) *

SOUTH CAROLINA
Ernest F. Hollings (D)
Strom Thurmond (R) *

SOUTH DAKOTA
Larry Pressler (R) *
James Abdnor (R)

TENNESSEE
Albert Gore Jr. (D) †
Jim Sasser (D)

TEXAS
Lloyd Bentsen (D)
Phil Gramm (R) †

UTAH
Jake Garn (R)
Orrin G. Hatch (R)

VERMONT
Patrick J. Leahy (D)
Robert T. Stafford (R)

VIRGINIA
Paul S. Trible Jr. (R)
John W. Warner (R) *

WASHINGTON
Daniel J. Evans (R)
Slade Gorton (R)

WEST VIRGINIA
Robert C. Byrd (D)
John D. Rockefeller IV (D) †

WISCONSIN
William Proxmire (D)
Bob Kasten (R)

WYOMING
Malcolm Wallop (R)
Alan K. Simpson (R) *

College fund

Organized labor's participation in the United Negro College Fund telethon is discussed by AFL-CIO President Lane Kirkland and UNCF President Christopher F. Edley at a reception for unionists. Kirkland is labor chairman for a Dec. 29 telethon, the Lou Rawls Parade of Stars, to spur fund contributions.

Goals of social security law undercut by compromise

Political compromises in the Social Security Act of 1935 have resulted in "unfilled gaps, fragmentation, inefficiency, inadequate protection, and inequity" in the nation's basic law to protect the needy and the elderly, AFL-CIO Social Security Director Bert Seidman charged in an appraisal of the legislation.

While enactment of the measure under Franklin Roosevelt was "a milestone in social legislation and a solid foundation for social progress," what passes for pragmatism "has caused us over and over again to miss the mark—to substitute illusions for reality," he told an anniversary conference sponsored by the National Capital Labor History Society and the Washington chapter of the Industrial Relations Research Association.

In the nearly 20 years that he has been a direct participant in the field, "I have seen little progress and much retrogression," Seidman said.

"Our penchant for categorical and means-tested programs have tended to make them tight-fisted, uncoordinated, and complex," he observed. By contrast, the predominant European approach brings the middle-class and the poor together in common social welfare programs with better administration and cost control.

In a look at the Labor Dept.'s Bureau of Labor Statistics 100 years since its founding, AFL-CIO Economist Markley Roberts said that the agency deserves credit for its continuing output of reliable, timely, and objective information.

"We get a lot from BLS, but we want more," he said, "especially in the area of wages and industrial relations, the information that is essential to both labor and management for informed and stable labor-management collective bargaining."

Roberts, who has been chairman the past 10 years of the BLS Labor Research Advisory Council, said, "We have seen what we consider a shift from emphasis on statistics relating to workers' welfare to an emphasis on statistics for economic policymaking."

As originally created, BLS was set up "to collect information upon the subject of labor, its relation to capital, the hours of labor and the earnings of laboring men and women and the means of promoting their material, social, intellectual, and moral prosperity."

Air Line Pilots restructure to face deregulated industry

Miami—The Air Line Pilots adopted major constitutional changes designed to strengthen the union's ability to represent its members in the deregulated airline industry.

The amendments voted on by the 300-member board of directors, which is the union's highest governing body, include restructuring of the ALPA policy-making authority, as well as changes in its financial structure and collective bargaining policies.

ALPA President Henry A. Duffy said the restructuring was necessary to deal with the "rapid and sweeping changes in our industry wrought by deregulation."

Duffy told the board that just as deregulation "radically" changed the airline industry, the union realized that "we can't compete in today's deregulated jet environment with an organization designed for regulation and propeller airplanes."

The union's streamlining of its operations and its increased financial strength will help ALPA meet its key contract goals, he said.

Duffy, who is a United Airlines captain, said that among "bottom line essentials" for ALPA contracts will be opposition to two-tiered wage scales and "predatory" agreements that undercut other airline pay scales.

Member protections

The union will also press for strong "scope" clauses that block airlines from setting up double-breasted non-union operations and for successorship rights for members, and protections to keep employers from ducking their responsibilities to pay pension costs.

Job security must be a "primary goal" as important as wages, work rules and pensions, Duffy stressed.

AFL-CIO Sec.-Treas. Thomas R. Donahue told the ALPA board that the union gives "great strength and support to the concept of professionals in unions."

ALPA is a "good model" he said, for unions that today need to function both as unions in the area of bargaining, representation and legislative action, and as professional associations that deal with the unique concerns of members, such as air safety.

Donahue pledged that the AFL-CIO and its affiliates will continue their strong support of the union's 14-month-old strike against Continental Airlines.

The constitutional amendments will:

- Give the ALPA president increased role in negotiations of contracts with each carrier, including additional participation in the process of accepting agreements.
- Shift some powers from the board of directors to the ALPA executive council, which consists of representatives of its 47 master executive councils for each air carrier. The council will now have authority to amend the union's constitution and bylaws.

New dues formula

- Change the formula for apportioning dues between the master executive councils and the national office. Now 64 percent of dues collected will go to the national office, up from 62 percent. In addition to the 29 percent to be kept by the councils, 7 percent will continue to be paid into a reserve fund.

The board also endorsed the purchase of a new headquarters building near Washington's Dulles Airport and ALPA will sell limited partnerships in its existing headquarters in Washington to members.

In October, the union's members voted by a substantial margin to continue the strike against Continental and to finance court battles and strike benefits through a special assessment.

The board elected Charles J. Pierce to his second term as secretary, and John J. Magee, to his sixth term as treasurer. Both ran unopposed.

Duffy, who is serving a four-year term, was not up for election this year.

Stanley Ballard dies, past Musicians officer

Pompano Beach, Fla.—Stanley Ballard, secretary-treasurer emeritus of the Musicians, died at his home here on Nov. 11. He was 79.

Ballard held international and local offices for more than 40 years, starting with Local 773 in Mitchell, S.D. He was elected to the AFM executive board in 1950, secretary in 1959, and secretary-treasurer in 1965. He retired in 1975.

He also served as treasurer of the AFL-CIO Dept. for Professional Employees.

EDITORIALS

Scrooge Revisited

WHERE HAS all the indignation gone? Is it somehow less outrageous that the Administration is considering taxing the unemployment benefits of the poorest segment of the workforce on the eve of Thanksgiving this year than it was two years ago?

Then as now, there were newspaper reports that Administration officials were considering asking Congress to make recipients in all income brackets pay taxes on any unemployment benefits they receive.

The law, then and now, excludes jobless benefits from taxation only for individuals with total annual incomes of less than $12,000 and for couples filing joint returns with incomes under $18,000. And that's counting unemployment benefits received as part of income.

In the 1982 episode, a White House spokesman explained that the intent was to make unemployment "less attractive" and spur more people to "seek jobs." This was in the depths of the Reagan recession, when the unemployment rate was 10.8 percent.

Not surprising, a lot of people and even some editorial writers thought that was about as Scroogelike as you can get—and they said so. The wave of indignation reached all the way to Santa Barbara, Calif., where the President was spending the Thanksgiving holiday.

The word came quickly back. Not to worry. The proposal had been deep-sixed. And besides, it was just something that was being talked about. It hadn't been approved, and now it wouldn't be.

BUT SOME proposals have more lives than a cat. Thus, the Baltimore Sun lists tax change proposals that are "high on the Administration's list." The second item listed reads, "Fully taxing unemployment insurance benefits, which are now taxed for those with adjusted gross income of $12,000 or more."

There's no more talk of prodding the unemployed to get off their duff and look for a job. Now the buzz phrase is "tax simplification."

In 1982, the AFL-CIO denounced the proposal to shortchange low-income persons on their unemployment compensation as "callous and unfair."

It still is.

Test of Purity

NO ONE would ever confuse the Committee for the Survival of a Free Congress with the League of Women Voters or any other non-partisan good government group.

It stands in the far right wing of American politics and does a notable job of raising funds for candidates and causes that meet a rigid test of ideological purity.

That's why it is so dismaying that the White House in effect invited such an organization to screen the persons under consideration for appointment to President Reagan's Cabinet.

The job that is opening up is Secretary of Education. The man who now holds it, T. H. Bell, is resigning at the end of December and true-blue Reaganites are pleased. Mr. Bell, it seems, turned out to be less hostile to the mission of the department he heads than had been anticipated. He sometimes appeared more concerned about excellence in education than opportunities for school prayer.

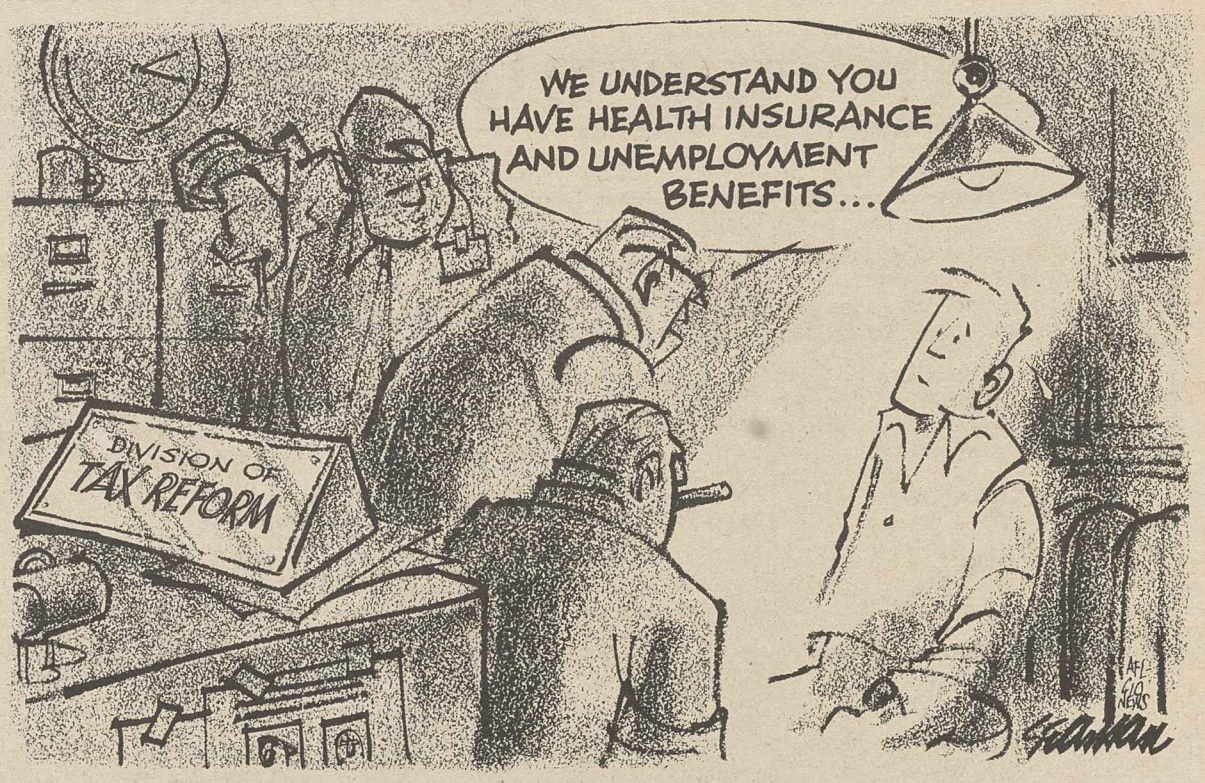
With no apparent qualms, the White House turned over its "small list" to the right-wing group and the persons being considered dutifully presented themselves for the screening interview.

DURING THE PRESIDENTIAL campaign, Mr. Reagan brushed off as nonsense any suggestion that his Supreme Court appointees might have to gain the approval of the Moral Majority's Rev. Jerry Falwell.

If the screening of a Secretary of Education is any precedent, the notion doesn't appear all that far-feched.

Fortunately there is another screening body whose approval is necessary—the Senate of the United States. The Senate's confirmation power is an essential element of the checks and balances that make up the American political system.

Now more than ever, such a check is essential.



Washington Window

Bishops focus attention on need to aid the poor

By Press Associates, Inc.

"Labor is prior to, and independent of, capital. Capital is the first fruit of labor, and could never have existed if labor had not first existed."—Abraham Lincoln, 1859.

"We must emphasize and give prominence to the primacy of man in the production process, the primacy of man over things. . . ."—Pope John Paul II, 1981.

The philosophy expressed by Lincoln, Pope John Paul II and earlier popes, and by other religious and political leaders has been heard ever since the rise of the industrial age.

The National Conference of Catholic Bishops, in releasing the draft of a 120-page pastoral letter on the U.S. economy, has ignited a debate that may reverberate for years to come.

Every perspective on economic life, the bishops said, must be shaped by the questions, "What does the economy do *for* people? What does it do *to* people?" The fundamental test for economic decisions, policies and institutions, the bishops added, is that "they must be at the service of human beings. The economy was made for all people, and not the other way around."

"The poor have a special claim on our concern because they are vulnerable and needy," the bishops' statement said, adding: "We believe that all—Christians, Jews, those of other faiths or no faith at all—must measure their actions and choices by what they do *for* and *to* the poor."

Poverty rate

The bishops noted that the poverty rate rose sharply to 15.2 percent of the U.S. population in 1983, leaving 35-million Americans below the government's poverty line. Another 20 to 30 million also were needy by reasonable standards.

"The fact that so many people are poor in a nation as wealthy as ours is a social and moral scandal that must not be ignored," said the statement.

In discussing the rights and responsibilities of various groups, the bishops defended the right of workers to organize and bargain as necessary for human dignity. They expressed support of labor law reform "to give greater substance to the right to organize, to prevent intimidation of workers, and to provide remedies" in unfair labor practices.

On shaping the economy, the bishops proposed "a new American experiment" which would involve cooperative ownership and worker participation in ownership and decision-making. At the local, regional and national levels, they proposed that government, business, labor and other groups cooperate in formulating policies and goals.

Three-year effort

The bishops' pastoral letter, three years in the drafting, is based on consultations with more than 100 experts in business, economics and theology. It is subject to revisions and will be voted on by the nation's 300 bishops at their November 1985 meeting.

The bishops' letter, released a few days after the Nov. 6 presidential election, stands as a searing indictment of the Reagan Administration's record. There is ample documentation by independent analysts of the impact of President Reagan's tax cuts and budget cuts in making the rich richer and the poor poorer. The deep recession, the savaging of the disabled and the attacks on unions were other low points of the Reagan era.

The bishops' letter is especially timely as Reagan embarks on his second term and the 99th Congress prepares to consider tax, budget and foreign policies.

As Rabbi Alexander Schindler, president of the Union of American Hebrew Congregations, said in praising the draft document: "We welcome the bishops' statement because it comes at a time when a broad concern for the poor, the old and the sick has been replaced by the narrow question, 'Are you better off?' The bishops have reminded us that this is the wrong question."

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MEMO FROM COPE

Despite Runaway, One Vote Still Counts

When a candidate bags the Big One by 16 million-plus votes, it's a waste of time to tell him one vote counts.

So, President Reagan, if you're reading this, forget it.

But the rest of you, pay heed.

Because a lot of elections really *are* settled by just a handful of votes, and 1984 had its share of them. In fact, 37 races for the U.S. House and Senate, and for governor, were won by 52 percent or less of the total vote, and 25 of these were taken by 51 percent or less.

In one congressional race, the apparent winner edged in by a 67-vote margin. In another, 73 votes made the difference. And in still another, 286.

Below, the stories of some of the cliff-hangers (some subject to change by pending recounts).

All For 67 Votes

Although the U.S. House has no precise counterpart to Sen. Jesse Helms (R-N.C.)—what legislative body has?—Rep. George Hansen (R-Idaho) comes as close as anyone. He has trouble keeping his nose out of a lot of things. He is both a leader of and a supporter of the ultra-conservative movement and readily lends his name to its fund-raisers.

Problem is, he ran afoul of the law. The seven-term House member campaigned for re-election carrying the burden of a felony conviction for filing false campaign statements.

Final unofficial returns showed enough voters in his district were offended by his law-breaking, or his record, or his attachment to the ultra-right to put the heretofore shoo-in Hansen on the short end of a 101,099 to 101,032 vote count.

Hansen lost to Democrat Richard Stallings by just 67 votes out of 201,131 votes cast.

If enough of the 67-vote edge holds through a recount, right-wingers will lose one of their closest friends in Congress, and the campaign to wipe out federal job safety and health laws will lose its national leader.

Also gone will be Hansen's 93 percent "wrong" AFL-CIO voting record, built on 183 "wrong" and only 13 "right" votes in 14 years in the House.

All that for 67 votes. Not bad.

One vote counts!

In Indiana .016 Is the Difference

Rep. Frank McCloskey (D-Ind.) was targeted by the Republicans and by right-wing political committees. The first-term Representative had the nerve to run up a 90 percent "right" labor voting record.

The GOP figured it could get the 8th District seat back.

But when the dust settled, out of a total of 233,613 votes cast, McCloskey had hung in there by 73. votes.

In percentage terms, he won with 50.016 percent of the vote.

One vote, and .016, count!

To Non-Voters: Next Time, Try It... You'll Like It

The following was written by John Greenleaf Whittier. It is titled "The Poor Voter on Election Day."

The proudest now is but my peer,
The highest not more high;
Today, of all the weary year,
A king of men am I!
While there's a right to need my vote,
A wrong to sweep away,
Up, clouted knee and ragged coat,
A man's a man today!

Kunin Wins by 3,691 ...or Is It by 62?

Is it possible to win the same election by two different totals?

Of course not, you say? Well, you're wrong.

Madeleine Kunin knows you can. She's the newly elected Democratic governor of Vermont.

She won by only 3,691 out of 227,309 votes cast—115,150 to 111,809.

Then again, she won by only 62 votes.

Explain, please.

It's this way: Though she topped her Republican opponent by 3,691, two minor party candidates in the race got enough votes to hold Kunin to only 62 votes above 50 percent of the total cast.

Vermont law says if no candidates gets 50 percent or over, the winner will be decided by the state legislature. And there's no telling what might have happened there.

Governor-elect Kunin knows it: One vote counts!

Where Were Voters?

Final figures are not in, but the anticipated vast increase in voter turn-out failed to materialize on Nov. 6.

Estimates place the total vote between 92 and 92.5 million, or between 52.8 and 53.1 of the voting-age population.

Though this was slightly above the 52.6 percent vote in 1980, it hardly approached the 55-plus percent anticipated early in the campaign.

In fact, there was a sharp fall-off in the percentage of *registered* citizens who made it to the polls, turned off from voting, perhaps by the surveys that showed lopsided projected margins in the presidential race in the weeks leading up to Nov. 6.

A preliminary study by a group that follows electoral patterns found turnout of registered voters slumped from the 75.2 percent of 1980 to 72.4 percent this year.

61,537 Sounds Big... But 50-49% Doesn't

Despite the fact he represented a fairly conservative district, Democratic Rep. Paul Simon stuck with working people and needy Americans throughout his House career. He scored 83 percent "right" on the AFL-CIO voting record.

GOP Sen. Charles Percy, on the other hand, had shifted drastically from the record of a moderate Republican to one more than 80 percent "wrong" in the past three sessions of Congress.

His problem was that no matter how hard he tried to court the ultra-conservatives, Percy simply couldn't get their support. Indeed, rightist PACs campaigned for a third party candidate, a Libertarian who got 58,120 votes.

Percy lost by just a few thousand more than that. The count for Simon was 2,334,580 to 2,273,043—61,537 votes. It sounds like a big margin, but actually Simon made it in with 50 percent to Percy's 49.

One vote counts!

Sorry, 'Tails' It Is

Sheriff Thomas Lambeth of Topeka, Kan., called it wrong. As a result, he lost his badge.

Lambeth, who thought he won re-election in Nov. 6 balloting by three votes, found after a recount that he was knotted in a 759-759 tie.

Under state law, County Commissioner John Helfich settled matters by flipping a coin. Lambeth got to call it, picked "heads," watched the coin turn up "tails," and take away his job.

Meanwhile, Helfich might wind up with "flipper's thumb," the election tie-breakers equivalent of tennis elbow. It's the second time in just a few months that he had to make the toss to break a tie at the polls.

Okay, So Two Votes Count!

Back in June, Elaine LaCroix, a labor-endorsed candidate for the Maine state legislature, was working the polls primary election day, greeting voters as they approached.

A man and woman came up to her and introduced themselves. They said they were responding to a message from the state AFL-CIO urging them to get out and vote for LaCroix.

As they left the polls, they waved and gave her the "V for Victory" sign.

When the count was completed, LaCroix came out exactly two votes ahead—169 to 167.

On Nov. 6, the same couple repeated the ritual. This time, LaCroix won with a lot more room to spare—50 votes, 1,648 to 1,598. But she remembers: Two Votes Count!

North Carolinians Know One Vote Counts

Certainly citizens of North Carolina got the message that one vote counts. Winners in six of the state's 11 U.S. House contests made it in with no room to spare.

Five House races were settled by margins of 51-49 percent, and one was practically deadlocked at 50-50. That was for the 9th District seat vacated by James Martin (R).

In that one, Democrat D. G. Martin (no relation to James) lost to Alex McMillan, 109,258 to 108,792. That's 286 votes out of 218,230 cast.

Republicans captured three Democratic seats by a thin edge, respectively William Cobey over Ike Andrews by 2,270 out of 221,226 votes cast, Howard Cable over Robin Britt by 3,851 out of 203,973, and William Hendon over James Clarke by 4,178 out of 219,834.

Thus, Democrats lost three incumbents by a total of 10,299 votes out of 645,033 votes cast.

However, they hung on to two seats by narrow margins—Stephen Neal over Stuart Epperson by 3,682 out of 209,922 and Bill Hefner over Harris Blake by 4,003 votes out of 195,629. Combined, the winning Democratic margin was 7,685 out of 405,551.

If you want to go one step further with the numbers, the six seats mentioned were settled by a combined total of 18,270 out of 1,268,814.

Does one vote count? If you're not sure, ask the folks in North Carolina.

AFL-CIO news

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Economic dip points toward new job loss

A further decline in the government's index of leading economic indicators threatens a rise in unemployment in the months ahead, the AFL-CIO warned.

"The economy is already very soft and plagued by basic problems," Federation Research Director Rudy Oswald noted.

"Workers' earnings lag, hours of work are declining, high real interest rates continue to squeeze housing and consumer sales, and high imports continue to displace American production," Oswald said.

"These factors foreshadow a bleak 1985 for many workers."

The economic index for October was down a sizable seven-tenths of 1 percent, the third decline in five months. Since May, there has been a cumulative decline of 2.8 percent in the index.

The last three recessions were all preceded by less deterioration in the index.

Negative indicators

Seven of the 10 available indicators were negative, led by an increase in new claims for unemployment compensation. Besides worsening jobless insurance claims, the negative indicators were a slowdown in vendor deliveries, fewer orders for factory equipment, a shorter average work week, a decline in stock prices, lower building permits, and weakened orders for consumer goods.

On the positive side were indicators showing raw materials prices going up, an expansion in the money supply, and a pickup in the formation of new businesses.

The index was up six-tenths of 1 percent in September and up a scant one-tenth of 1 percent in August. But it fell 1.8 percent in July and 1 percent in June.

Another sign of weakness in the economy appeared in a Commerce Dept. report that orders to factories for big-ticket durable goods declined a sharp 4.1 percent in October.

Commerce Sec. Malcolm Baldrige said the decline—the steepest since April—amounted to "paying the piper" for the high-valued dollar.

Because of the dollar's overvaluation, U.S. goods are made costlier for foreigners to buy while foreign goods become cheaper for Americans to buy.

Increasingly, orders are being placed overseas, with the result that leakage from the domestic economy is becoming very large. The October drop was the largest since a 6.5-percent decline in April.

Productivity drop

In another report on the economy, the Labor Dept. said that productivity declined seven-tenths of 1 percent from July through September. It was the first actual decline in productivity since the second quarter of 1982.

Meanwhile, the Federal Reserve Board cut its discount rate to 8.5 percent, from 9 percent. The discount rate is the interest charged by the central bank on loans to financial institutions.

Analysts viewed the reduction as a sign that the Fed planned to loosen up the money supply in an effort to stimulate the sluggish economy.

Several large banks subsequently cut their prime lending rates to 11.5 percent, from 11.75 percent.

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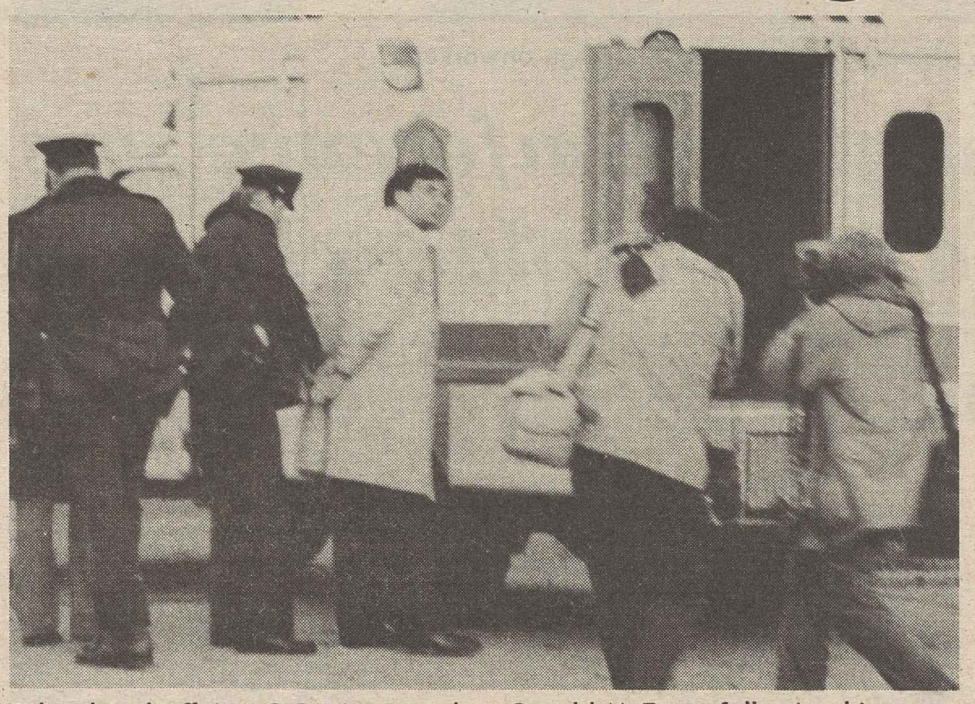
'Simplified tax' proposal threatens fringe benefits



Police handcuff AFL-CIO Vice President Gerald McEntee following his arrest at a South African embassy protest in Washington.

Sanctions sought to fight South Africa oppression

By James M. Shevis

Unless the government of South Africa releases the 13 black unionists and other black leaders arrested while fighting for basic human rights, the United States should invoke stiff economic sanctions and sever all social, cultural, and diplomatic ties with that nation, AFL-CIO President Lane Kirkland declared.

A letter setting forth the federation's position was personally delivered by Kirkland to Secretary of State George P. Shultz as protest demonstrations continued at the South African embassy in Washington. AFL-CIO union officials joined civil rights leaders and members of Congress led by D.C. Delegate Walter Fauntroy in the demonstrations, and a number were arrested for carrying the protest inside the embassy.

Call for action

Kirkland's letter called on the Administration to press South Africa to enter a serious dialogue with its black citizens. If that doesn't work, he said, the Administration should take action of the sort recommended by the AFL-CIO in its May 1980 congressional testimony.

The federation at that time told the House Foreign Affairs subcommittee on Africa that the United States could help the South African government solve its problems peacefully if it had the desire and the will to do so, "but we should not in any way provide it with political, economic or moral support to sustain its racist policies."

If South Africa should fail to respond to U.S. efforts to help it alleviate the social and economic oppression which is holding back its black population, the AFL-CIO said, "our government should undertake more severe action beginning with a progressively selective ban on the importation of South African products" and, if necessary, even stronger measures.

The embassy protests in Washington began on Nov. 21 as an expression of American outrage over South Africa's brutal crackdown on black political organizations and labor unions.

Among those arrested under a South African security law that provides for indefinite detention in solitary confinement without charges were Chris Dlamini, president of the 150,000-member Federatiin of South African Trade Unions, and Piroshaw Camay, general secretary of the Council of Unions of South Africa.

Also detained were Moses Mayagiso, Transvaal secretary of the Metal & Allied Workers; Jethro Dlalisa, branch chairman of the Transport & General Workers, and Themba Nonlatane of the Municipal & General Workers.

In nonviolent demonstrations reminiscent of the 1960s civil rights tactics in the South, prominent Americans were arrested, handcuffed, and in some instances jailed for refusing to leave the South African embassy until their anti-apartheid protests were heard.

Among those arrested by police in the first week were AFL-CIO Vice President Gerald McEntee, head of the State, County & Municipal Employees; Auto Workers Vice President Marc Stepp;

Continued on Page 4

Kirkland says plan neglects nation's needs

By David L. Perlman

The Treasury Dept.'s "tax simplification" proposal is unfair to workers and shortchanges the nation's needs, AFL-CIO President Lane Kirkland charged.

It wouldn't do anything to reduce the federal deficit because the proposed tax increases and decreases balance out. But in the reshuffle, many workers would end up paying more in taxes even though tax rates would be reduced and personal exemptions raised.

Kirkland pointed to the proposed taxation of "important fringe benefits" provided by employers.

Besides the taxation of health insurance benefits above minimal levels, which President Reagan proposed last year, the Treasury proposal calls for taxing workers on the value of employer-provided life insurance, education benefits and group legal services.

Low-income persons would be taxed for the first time on their unemployment benefits and injured workers would have to pay taxes on workers' compensation. For those who itemize deductions, state and local taxes would no longer be deductions from taxable income and neither would most charitable contributions and union dues.

Ups and downs

Single-parent households and families where both parents are employed would no longer receive a tax credit for child care expenses. But an affluent couple with one income would be able to put aside $5,000 a year of tax-exempt savings into an IRA (individual retirement account). Under present law, the maximum would be $2,250.

Small contributors to political campaigns or political funds such as COPE would no longer be eligible for a tax credit.

On the business side, the corporate tax rate would be dropped but a variety of tax changes — including some loophole closings urged by the AFL-CIO — would result in higher total tax payments from the corporate sector.

The corporate reforms will be targets

Continued on Page 3

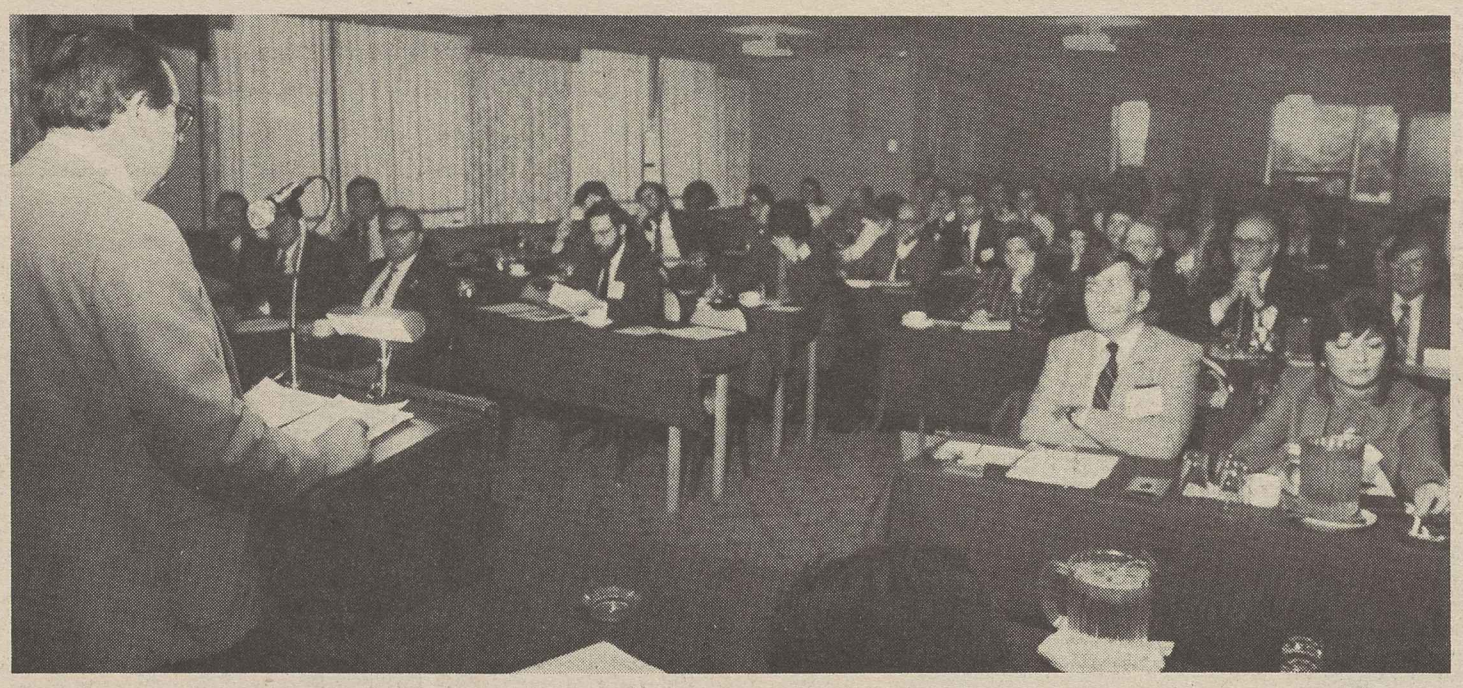
The union vote

Democratic presidential candidate Walter F. Mondale won a landslide 61-39 percent margin of the vote among members of AFL-CIO unions, two post-election polls found.

The polls, based on a scientific 50-state sampling, also found that most union members who voted for President Reagan disagreed with many of the policies associated with his Administration. Like those who voted for Mondale, they strongly opposed job-destroying imports, weakening of job safety and health protections, taxing of fringe benefits and cuts in education and job training programs.

They also agreed overwhelmingly, including big majorities of union members who described themselves as independents and Republicans, that unions "speak up for working people."

A special Federationist center section beginning on Page 5 of this issue of the News contains a detailed analysis of the election-night surveys.



IUD Sec.-Treas. Elmer Chatak discusses impact of technological change on workers.

Office automation conference sees unions tested by workplace changes

New York — The revolution in the workplace brought on by technological change presents new challenges to unions in organizing and representing members.

Those were the findings of a conference on office automation here sponsored by the AFL-CIO Industrial Union Dept. in cooperation with the Public Employee and Professional Employees Departments that drew 100 representatives from 14 unions.

IUD Sec.-Treas. Elmer Chatak told participants that with the changes in the nature of work, there has also been a "total revolution" in the workforce with the number of clerical employees leaping from 9 million to 19 million in the last 25 years. An estimated 23 million jobs—most held by women—will be considered clerical work by 1990, he said.

Government Employees President Kenneth T. Blaylock told the conference that the "redesign of work flow and required skills" will also touch workers. As office work is "deskilled" by automation and computerization, the gulf will widen between top level management and low-wage workers assigned to mostly routine kinds of jobs.

Blaylock said that although the number of office workers is growing, in many areas the introduction of sophisticated computers is leading to layoffs.

As an example, Blaylock pointed to the recent announcement by the Social Security Administration that employment in the government agency will be cut by 20,000 jobs over a period of time.

In bargaining, Blaylock said, unions can anticipate change by improvements in provisions covering retraining, safety and health, work reorganization and job security.

Office & Professional Employees President John Kelly warned that changes in the workplace open up 'the phenomenal potential for exploiting workers" as work at computer terminals becomes decentralized and may even be moved into the home.

National organizing

Kelly stressed the need for nationwide organizing drives directed at target companies to ensure that office workers are protected by patterns of adequate salaries, benefits and safe working conditions.

Karen Nussbaum, president of Service Employees District 925, pointed out that like manufacturing jobs, automated clerical jobs can be exported overseas or into "home sweatshops" where wage, hour, child labor and safety laws won't be enforced.

Professional & Technical Engineers President Rodney A. Bower, in an examination of health and safety hazards linked to video display terminals, called for full research into the potential hazards and the development of safety standards.

Conference participants agreed on the need for advance consultation between unions and management before sophisticated automated equipment is brought into the office.

The participants heard from experts on health and safety issues including physical strains and emotional stress hazards, and the as yet incompletely explored problem of radiation.

Greater research efforts and increased protections are also essential for pregnant clerical workers, the union representatives agreed.

Offices do not have to become "VDT sweatshops" if decent working conditions, proper physical protection, intelligent work design and preventive health care, such as periodic eye testing, are provided, the participants stressed.

Other speakers at the conference included David Eisen of the Newspaper Guild, David LeGrande of the Communications Workers, Louis Slesin, publisher of Microwave News, Barry Johnson of the National Institute for Occupational Safety & Health and Michael Smith of the University of Wisconsin.

IAM strikers win new pact at Dynamics

Fort Worth, Tex.—The Machinists approved a new three-year contract with General Dynamics Corp., ending a 17-day strike at the company's F-16 jet fighter plant here.

The agreement, which provides lump-sum bonuses of 4 percent in the first and second years and a 3-percent general wage increase in the final year, covers 6,400 workers. The third-year pay hike will be rolled into the base wage rate.

In addition, workers will continue to be covered by a cost-of-living adjustment provision. COL increases from the old agreement and any that might fall due under the new pact are folded into wage rates.

The contract also improved pension benefits and a number of other fringes. The vote in favor of accepting the agreement was 3,715 to 464, the union reported.

IAM members struck the company Nov. 5 after management proposed a contract inferior to other recent aerospace settlements, and demanded "givebacks" in some benefit areas.

UAW strike

IAM is the second union to strike General Dynamics in the past year and a half. The Auto Workers struck the corporation's Electric Boat Division in Groton, Conn., for 14 months before settling in August. Before that settlement, the company had been the target of a coordinated union campaign for its stubborn bargaining stance, safety violations and defense contract overcharges.

The firm enjoys huge profits, posting a record $286 million last year. Another record profit is projected for the current year.

The IAM contract increased monthly pension benefits from $14 times years of service to $16 in December and to $18 in August 1986.

Railroad retirement changes affect benefits, payroll tax

Active and retired railroad employees will see changes in the railroad retirement system in 1985, including a small increase in benefits and slight changes in their payroll taxes.

The changes announced by the Railroad Retirement Board will affect both the Tier I program, which is similar to social security, and Tier II, which is similar to an industrial pension plan. About 1 million persons now collect railroad retirement benefits.

Tier I benefits will increase by 3.5 percent and Tier II benefits by 1.1 percent based on the annual rise in the government's consumer price index. But the actual dollar amounts in recipients' checks will be smaller than the formula would normally yield since they are subject to a provision designed to bolster the program's stability.

The 1983 legislation that saved the railroad retirement system from economic disaster requires that a portion of the dollar amount of Tier I COLA be subtracted from Tier II benefits. The final portion of that offset occurs in 1985. The retirement board estimates that the average retiree will see about $11 more in the January check.

Under those 1983 changes, railroad retirement payroll taxes starting Jan. 1 will be calculated on annual rather than monthly income.

The board said the changeover will have "little or no effect" on workers earning $30,000 or less.

The maximum amount of an employees' wages subject to Tier I tax will be the same as the 1985 social security maximum of $39,600 a year. Maximum wages subject to Tier II tax will go to $29,700 a year.

Tax rates on workers and employers will go up in the Tier I program from the current 6.7 percent for workers and 7 percent for employers to 7.05 percent for each, the same as the social security rate.

The Tier II tax rate on workers will go from 2.75 percent to 3.50 percent, while for employers the rate will rise from 12.75 percent to 13.75 percent.

As in the social security system, workers paying higher taxes will be eligible for higher benefits.

Injury rate posts slight dip, but climbs in high-risk jobs

The overall rate of job-related injuries and illnesses declined slightly in 1983. However, in the high-hazard industries targeted by the Occupational Safety & Health Administration, the rate of injuries and illnesses increased last year.

The Labor Dept.'s Bureau of Labor Statistics said 7.6 injuries and illnesses occurred per 100 full-time workers in 1983, compared with 7.7 in 1982. The incidence rate for injuries and illnesses resulting in lost workdays and the number of lost workdays per 100 full-time workers also remained about the same.

OSHA Administrator Robert A. Rowland credited Administration policies for what he called a "gratifying" report.

However, AFL-CIO job safety specialist Margaret Seminario called Rowland's remarks a "whitewash."

Seminario said the BLS report showed significant increases in injury rates in basic industries such as construction and in many of the most hazardous manufacturing industries, where the Administration has made major policy changes.

Contrast

The trends shown in the BLS report are "disturbing," Seminario said, especially compared to significant injury rate declines in all sectors during the final years of the Carter Administration. "It raises serious concerns," she said, because, "with the continuation of non-enforcement, weakened standards, and with OSHA no longer posing any threat to employers, conditions will continue to deteriorate."

The annual report is based on a BLS survey of about 280,000 employers. More than 5 million workplaces come under federal job safety law enforcement.

The highest injury rate was 18.1 per 100 workers in the lumber and wood products industry, up from 16.6 a year earlier. That industry was one of three in the durable goods manufacturing segment to post increases in injury rates. The rate in the furniture and fixtures industry rose from 13.6 in 1982 to 13.8 in 1983, while the stone, clay and glass products industries rate in 1983 was 12.8, up from 12.6 a year earlier.

Higher rates

The overall wholesale and retail trade segments posted an increase in injury rates, rising from 7.1 to 7.2. Agricultural production increased from 12.7 to 13.1.

The construction industry registered a 14.7 rate, up from 14.5 in 1982.

The overall manufacturing rate for illnesses and injuries was 10, down from 10.2 in 1982; transportation and public utilities' rate declined in 1983 to 8.2 from 8.5 in 1982.

Illnesses and injuries in the service industry rose to 5.1 from 4.9, while the rate for the finance, insurance and real estate industries remained at 2 per 100 workers.

In the mining industry, the rate dropped from 10.3 to 8.3 cases per 100 workers. This, however, mirrors the decline in employment from the 1982 to 1983 period when overall employment in mining dropped from 1,143,000 jobs to 957,000.

The BLS recorded 106,000 job-related illnesses in 1983, compared with 105,600 in 1982. Three out of five of the illnesses were skin diseases and disorders associated with repeated trauma, such as noise-induced hearing loss and other conditions due to repeated motion, pressure or vibration. The survey counts only new acute cases of illness, not chronic or long-latent job illnesses, like cancer.

Door company learns union-busting strategy doesn't really pay off

Everett, Wash.—The E. A. Nord Co., once known for its high-quality doors, is finding that you can't really depend on professional union-busters in key management jobs to get rid of a union.

The third-generation owner of a family-held firm replaced Nord's previous management team with alumni of a firm of union-busting consultants, and the next step was predictable.

Management insisted on givebacks in pay and benefits, but adamantly refused to document its need for concessions by letting the union see its books. When workers struck in July 1983, the company scoured the unemployment lines of seven western states to keep operations going behind the picket line.

But after more than 16 months, it hasn't broken the union and only about 30 of more than 600 original strikers have returned to work.

Local 1054, a Carpenters affiliate through the Western Council of the Lumber, Production & Industrial Workers, is still maintaining around-the-clock picket lines.

Union award

In November, the union won an arbitration based on flagrant pre-strike contract violation by management. The award, still being determined, will result in substantial payments to several hundred members who were on layoff when the company secretly funneled bargaining-unit work to a low-wage, non-union operation.

Furthermore, Nord management stumbled badly in its effort to get the union decertified through the votes of strikebreakers. The decertification election, held last July, brought an inconclusive and clearly tainted 433 votes for decertification, 360 votes to retain the union and 403 votes challenged by one or the other side.

The NLRB has issued an unfair labor practice complaint, alleging "coercive" conduct by management—including promises of "no layoffs" if the union was decertified and warnings of job losses if the union was retained. The complaint and the election challenges will be argued before an NLRB administrative law judge in mid-January.

Adding to the case against the company was its abrupt dismissal of a large group of strikebreakers—between 170 and 200 by newspaper estimates — the week after the election.

A news story in the Everett Herald quotes angry, fired workers as charging that the company deliberately concealed its plans for a cutback until after the election, counting on the strikebreakers who were working to vote against the union.

"I think they wanted more people inside than outside—just to pad the election," one strikebreaker told the reporter.

"We were used as pawns," another said. "They told us the day before the vote there would be no layoffs," a strikebreaker was quoted.

Everett Herald reporters described the scene as the fired workers left the plant, "escorted" out by security guards.

They had been regularly taunted by the strikers during the months they crossed the picket line, he noted. But now, he reported, "for the first time many yelled encouragements to the pickets." Some of the quotes:

"You guys were right. . . . Now, we know. . . . You guys know how they are."

Local 1054 Business Agent Frank Dennee said the background to the arbitration case reflects the attitude of the E. A. Nord management before the strike.

In February 1983, six months before the contract expired, the company opened a facility in Kent, Wash., where it performed door patching and related work.

"This facility was kept secret from the union, and management officials actively misled union members about its existence," Dennee said.

In May of that year, he said, three union members followed a truck and discovered the facility in full operation while almost 200 union members in Everett were on layoff. The non-union work crew was being paid at rates between $4.50 and $5 an hour for work that under contract should have been performed by union members. And to top it off, the union label was being put on products coming out of the non-union facility.

Arbitration award

Last month's arbitration award directed the company to pay back wages to all union members who were displaced by the transfer of work to the non-union facility.

The E. A. Nord strike is not directly related to the Louisiana-Pacific Corp. strike, also involving the Western Council as well as units of the Woodworkers.

The preamble to the Nord strike was the hiring of the union-busting management team. The company attorney and chief negotiator, Fred Long, was the founder and head of the West Coast Industrial Relations Association, which has been the subject of congressional hearings on the role of management consultants.

His contract "proposal," Local 1054 reported, included wage reductions of up to 40 percent, elimination of bonus pay, dropping of four holidays, curtailment of pension and health-welfare benefits and a dismantling of the seniority system.

New NBC accord boosts wages 30%

The Broadcast Employees & Technicians ratified a new contract with the National Broadcasting Co., providing pay gains totaling about 30 percent over four years for 3,000 workers in 18 separate units.

NABET members approved the agreement by better than a 2-to-1 ratio, NABET President Edward M. Lynch said. It is retroactive to Apr. 1, 1983, when the old contract expired.

Under the new contract, Lynch said, NBC will raise the pay of the engineers, the largest NABET unit at NBC, by $50 weekly in each year of the agreement. Based on the previous contract rates, the engineers' scale will go up nearly 9 percent the first year, sliding down to just under 7 percent in the fourth year of the pact. Newswriters will receive a comparable percentage increase in pay.

A company-paid dental plan was added to the package for the first time, while the union retained its fully paid medical and life insurance. The agreement also contains some jurisdictional changes, Lynch said.

Workers covered by the contract are located in New York, Los Angeles, Washington, Chicago, San Francisco and Cleveland.

Bankruptcy ploy foiled

Cleveland—A federal bankruptcy court ruled that Wright Air Lines cannot abrogate its union contracts while undergoing reorganization.

In a Nov. 13 decision, the court denied the commuter line's request for immediate, interim relief from its agreement with the Air Line Pilots. ALPA represented about 110 Wright pilots at the time of the bankruptcy filing in September.

In turning down the request for interim relief, the court cited the bankruptcy law revisions enacted by Congress in June. The new provisions make it more difficult for a company to escape its labor agreement obligations while it is in bankruptcy proceedings.

The court held that Wright failed to show that "the relief sought is essential to the continuation of its business or that irreparable damage to the debtor-in-possession will result if the relief is not granted."

The bankruptcy law reforms were passed in the wake of the Supreme Court's Bildisco decision and the ongoing Continental Airlines strike. The Bildisco decision allowed management to unilaterally abrogate a labor contract without a judge's ruling. Continental filed for bankruptcy, then immediately and unilaterally abrogated its labor contracts, firing two-thirds of its workers and resuming operations with drastic cuts in pay scales and working conditions.

Wright, which is based in Cleveland, had just completed negotiations and was about to sign a new two-year agreement when it filed for Chapter 11 reorganization bankruptcy. The carrier is still operating.

'Tax simplification' proposal targets workplace benefits

Continued from Page 1

of heavy industry lobbying, and the political consensus was that it would take active presidential support to get them enacted.

But the White House quickly put a long arm's length between President Reagan and Treasury Sec. Donald T. Regan, the principal author of the tax package.

The President had directed the Treasury to come up with a "revenue-neutral" tax package, stressing "simplification" of the tax code.

When the package was formally unveiled, after its principal provisions had already been widely reported, the White House issued a statement from the President saying he realized the proposal would "generate much debate." Reagan promised that he would "personally" review the plan and consider public and congressional reaction before proposing any legislation to Congress.

The reaction from influential members of Congress from both parties was markedly unenthusiastic.

A restructuring of the tax system "will demand enormous political leadership from the White House," House Ways & Means Committee Chairman Dan Rostenkowski said.

"The deficit is probably our most urgent priority," the newly-elected Senate Republican leader, Bob Dole, said.

There was a consensus that the final version of any tax simplification legislation that cleared Congress and became law would differ significantly from the original Treasury proposal. As AFL-CIO Research Director Rudy Oswald saw it, any changes made by the White House as a result of adverse reaction would more likely result in restoring loopholes for business rather than elimination of inequities for workers.

On the plus side, Oswald said, the Treasury report did tilt — although not very strongly — against a value-added tax or some other form of a national sales tax. Such a tax is inherently regressive, the report acknowledged, and its "considerable advantages" would have to be weighed against "serious disadvantages."

The Treasury proposal also takes steps in what the AFL-CIO considers the right direction by amending the depreciation and investment credits for business enacted in 1981—in all, transferring more than $30 billion in tax load from individual to corporate income taxes.

The White House, meanwhile, adopted a comparable trial balloon approach in the shaping of the budget that Reagan will send to Congress in January.

Tied to deficit

Reagan has insisted that spending cuts —exempting the two biggest components of the budget, military spending and social security—are the heart of his plans for deficit reduction.

Along those lines, Budget Director David Stockman has submitted to the President a target list of programs that would have to be drastically cut or entirely eliminated in order to reduce a projected $200 billion dollar deficit in the next fiscal year to $100 billion.

Details were not officially released, but Administration officials have been quoted as terming the cutbacks "draconian." Government retirement programs, student loans, veterans benefits and farm supports are reportedly among the Administration's chief targets.

After Stockman's presentation, according to White House press aide Larry Speakes, Reagan said he would make no immediate decisions and would "think more about it."

Tax plan threatens political credits

The Treasury Dept.'s "tax simplification" proposals would affect both public funding of presidential campaigns and individual contributions to candidates and political committees.

Taxpayers now can claim a tax credit of 50 percent of political contributions, up to a maximum credit of $50 on an individual's tax return or $100 on a joint return. Thus a person who contributes $100 to a candidate for Congress or to a political action committee such as COPE can get what amounts to a $50 rebate on income tax.

That tax credit would be eliminated under the Treasury Dept. recommendations.

The Treasury also is proposing to eliminate the option that taxpayers have of allocating $1 of their tax payments to provide public funding of presidential campaigns.

The money that is built up through this fund is available in presidential election years for federal matching funds in primary campaigns and for full funding of presidential elections for candidates who agree not to use any other funds for their campaigns.

Thus far, the fund built up through the income tax checkoff has been adequate under the funding formula established by Congress. If it fell short, available amounts would be pro-rated among the candidates.

The question immediately arose as to whether the proposal to drop the checkoff represented an Administration attempt to eliminate public funding of presidential campaigns. Encouraging that view is the fact that President Reagan has several times indicated his dislike of public funding and has not checked the campaign funding box on his own tax return. He has, however, accepted public funding for both his 1980 and 1984 election campaigns.

A high Treasury Dept. official told the AFL-CIO News that the proposal was not a move to eliminate public funding of presidential campaigns. He said the Treasury view was that the mechanism for providing funds should not be a part of the tax collection system and that Congress, if it wished to continue public funding, should provide a different means of allocating the money.

Auto Workers Vice President Marc Stepp, left, is escorted by police.

To free black unionists

Stiff sanctions urged against South Africa

Continued from Page 1

President William Simons of the Washington Teachers Union, and Rep. Charles Hayes (D-Ill.), a vice president of the Food & Commercial Workers until his election to Congress in 1983. Other members of Congress arrested included Rep. Ronald V. Dellums (D-Calif.), Rep. John Conyers, Jr. (D-Mich.) and Fauntroy.

The policy of apartheid, which compels strict racial segregation in South Africa, has been repeatedly condemned by American labor.

In recent years the AFL-CIO, alone and in concert with the International Confederation of Free Trade Unions, has undertaken a major program to help the development of black trade unions in South Africa. At its 1981 convention, the federation established a special fund for that purpose. In addition, individual AFL-CIO affiliates have contributed to African unions.

"This assistance has borne fruit in the rapid growth of a trade union movement which has demonstrated surprising responsibility and maturity, and which has helped point the way for all South Africans towards peaceful social change," Kirkland pointed out in his letter to Shultz.

"In spite of this significant success, the South African government has refused to enter into serious dialogue with its black citizens. Instead, it has continued to revert to repression, state violence, and arrests in dealing with any manifestation of grievances.

"When we and others in the free world protest such unjust actions, we receive no response. Most recently, the non-violent and justifiable expression of protest at the South African embassy by a small number of American citizens was likened by the South African ambassador to the Iranian takeover of the U.S. Embassy."

The federation lodged a sharp protest following the most recent series of police roundups of leading democratic trade unionists and others in the Transvaal region. The detentions came in response to a peaceful, two-day strike by blacks in South Africa's industrial heartland.

The arrests and detentions constituted a repudiation of the Pretoria government's claim that it is committed to black labor reform and to the protection of the rights of black workers, the AFL-CIO said.

"In a year that has seen an accelerated assault on the rights of its black citizens and a systematic suppression of internal dissent, it is clear that South Africa desires to live as an international outlaw, flouting civilized norms and practices," the federation charged.

Labor protest set

The AFL-CIO urged all affiliates, particularly those in the Washington, D.C. area, to join in a labor demonstration on Tuesday, Dec. 4, outside the South African embassy to protest the continued use of repression to frustrate black trade unions.

"I would hope that you and as large a delegation representing your union as possible would participate in this demonstration," Federation President Lane Kirkland said in messages to all affiliates.

Public health council backs strong 'right-to-know' policy

Anaheim, Calif.—The federal hazard communication standard is inadequate in scope and application, the American Public Health Association said.

The APHA policy statement, adopted by its governing council, noted that the standard excludes more than half the nation's workers, many of whom receive significant exposures to toxic chemicals.

The Occupational Safety & Health Administration's rule limits coverage to about 600 substances, leaving to the chemical manufacturers the decision on whether to add other chemicals, the statement stressed. It scored the standard's preemptive impact on state and local "right-to-know" laws, trade secret loopholes, and its exclusion of all nurses, including occupational health nurses from the definition of "health professional."

The APHA outlined what it considered essential to an effective standard on hazard identification, noting that the standard issued in January 1981 under the Carter Administration was preferable to the one the Reagan Administration adopted to replace it.

The APHA stressed that a federal right-to-know rule should:

- Not pre-empt state or local laws, except to the extent that those state or local laws are less stringent than the federal regulation.
- Cover all potentially hazardous chemicals and all workers exposed to such hazards.
- Provide that trade secrets do not supersede human rights to health information about the risks, putting the burden of proof on the manufacturer that irreparable harm would come from disclosure. Full information should be readily available to health professionals without the "chilling effects" of legal sanctions.
- Require that material safety data sheets be available listing common name, chemical name, and chemical registry number, possible hazards and emergency response procedures.
- Cover all compounds regulated by OSHA, all compounds suspected of being carcinogens, mutagens or teratogens, pesticides regulated by EPA, and radioactive materials. Provisions should be made for an advisory council to review and update the law and the list of chemicals covered.

Right-to-know makes good public health sense, Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said. "We're glad to see them joining in labor's effort to get a strong, effective standard that covers all workers exposed to chemicals in the workplace."

Service Employees win long struggle in Seattle

Seattle—Workers at Swedish Hospital voted 409 to 294 for representation by the Service Employees, capping a 26-year drive by the employees to win the right to bargain.

SEIU Local 6 was certified by the National Labor Relations Board as the bargaining agent for 1,000 service and maintenance workers.

Local 6 President Marc Earls said the union victory at the hospital—the largest in the Northwest—is the first major health care victory in Washington State in over a decade, and it shows that "health care workers are striving to take charge of their working lives."

Earls said workers at Swedish Hospital first voted for the SEIU in 1958, before federal or state law guaranteed health care workers bargaining rights. At that time, the employees struck for 86 days in an attempt to win recognition, but the hospital refused.

When the strike ended, the hospital reinstated all strikers except Tee Rogers who is today secretary-treasurer of Local 6. Rogers, who plans to retire in 1985, signed the recent election results on behalf of the union.

Comparable pay suit filed by California SEIU affiliate

San Francisco—The Service Employees have filed a comparable worth suit against the state of California, charging massive sex discrimination in wage rates for employees in jobs held mostly by women.

The California State Employees Association—an SEIU affiliate—accuses California of violating federal civil rights law by the way the state sets pay scales for job classifications occupied mostly by some 37,000 women workers.

The union is asking a federal district court to end "historical and present" sex-based bias in wages and working conditions and for an end to "occupational segregation."

Contending that state jobs requiring similar skills, experience, effort and responsibility should have similar pay, CSEA is asking for upgrades in wages in at least 400 classifications as well as back pay with interest for victims of discrimination.

CSEA cited a 1982 comparable worth study released by the state that found substantial differences in pay between traditionally "women's" and "men's" jobs. Following that study, the state amended its employment code to include a policy calling for pay to be set for female-dominated jobs "on the basis of comparability of the value of work," and the union said it is only asking California to follow through on that policy.

The union is also asking that former state employees be included in a settlement. If they are, as many as 100,000 people, mostly women, could benefit, CSEA estimated.

Legislative effort

Earlier this year, the California legislature approved more than $80 million in the first step in a five-year program to close the wage gap revealed by the pay equity study.

But Gov. George Deukmejian (R) vetoed the appropriation, contending that the issue should be settled by collective bargaining.

CSEA President Leo Mayer said the union filed the lawsuit to force the state to act because without those funds "there's nothing to bargain with."

In a separate comparable worth case, the U.S. Supreme Court declined to review a decision in the 9th U.S. Circuit Court of Appeals that dismissed a charge by nursing professors at the University of Washington that they are paid less than male counterparts on other faculties at the school.

Meanwhile, the landmark pay equity case won in federal district court by the State, County & Municipal Employees—in which Washington State was found guilty of sex-based wage discrimination against some 15,000 workers—has been appealed to the Ninth Circuit by the state. The AFL-CIO has filed a brief supporting AFSCME.

Carpenters make union-busting costly

San Francisco—The Carpenters employed a new union concept to sign Ponderosa Homes, a subsidiary of Aetna Life & Casualty Insurance Co., to a three-year contract in northern California after the builder unilaterally shifted its work to non-union subcontractors.

Ponderosa, which builds about 1,000 high-priced homes a year, began to subcontract the work in April 1983, when its contract with the Carpenters' 46 Northern Counties Conference Board expired, and started systematically laying off union workers.

Hiring an anti-union law firm, the developer took the position that since it dealt directly with subcontractors and no longer hired any carpenter employees it did not have to renegotiate an agreement.

The union took a close look at the tie-in between Ponderosa and Aetna, and concluded that since the insurance firm was a major manager of union pension funds across the country it could exert some leverage by boycotting the parent organization.

Funds withdrawn

Working with the Bay Counties District Council of the Carpenters, the Conference Board persuaded other building trades unions to pull out their pension and health and welfare money from Aetna's coffers. Altogether, an estimated $600,000 in union funds deposited with Aetna were moved away from the company.

"The long-term financial problems that that could mean put Aetna in the right frame of mind to negotiate," said Ed Durkin, the union's special program coordinator, and the result was a three-year agreement.

"It is an example of a positive thing that can be done by unions," Durkin said.

Under the new contract, Ponderosa agreed to the terms negotiated between the Carpenters and other California homebuilders governing wages, benefits and working conditions.

More importantly, Ponderosa agreed that all carpenter subcontracting would be done with union workers.

Durkin said that the union's call for help met with overwhelming cooperation within the building trades across the country.

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How AFL-CIO Members Voted in the 1984 Election

Election Night Survey Shows Strong Support for Mondale/Ferraro

AFL-CIO members gave Walter Mondale a bigger vote than the general electorate gave Ronald Reagan, according to two nationwide election night surveys completed by Pollsters Peter Hart and Vic Fingerhut.

Sixty-one percent of AFL-CIO members voted for the Mondale-Ferraro ticket, compared to 41 percent of the general electorate, a 20-point difference. Ronald Reagan captured only 39 percent of the union-member vote. This shift toward the Democratic Presidential candidate was all the more remarkable in the face of a sizable move in the opposite direction on the part of other voters.

The results show that Walter Mondale won a considerably larger share of the vote among Democratic AFL-CIO members than he did among all Democrats; similarly, Ronald Reagan's margin with Independents was considerably smaller among union voters than in the national electorate. Pollster Peter Hart notes the significance of these figures:

> ***"These results are important, because they indicate that the impact of AFL-CIO affiliation transcended party identification in members' voting decisions . . . In an election in which the Democratic nominee was severely weakened by major defections from the ranks of Democratic voters, the AFL-CIO was successful in maintaining a high degree of Democratic solidarity among its membership."***

Union members who voted for Reagan do not support many specific programs of his Administration, according to the AFL-CIO polls. By large majorities, union members who voted for Reagan oppose Administration plans to cut back on education and job training programs, deregulate worker safety and health protection, impose a new tax on employer-paid fringe benefits, and reduce the role of labor unions in society.

The Surveys

The surveys were commissioned by the AFL-CIO to gain insight into the voting patterns and attitudes of AFL-CIO members and their households.

The first telephone survey of 1,031 voters in *households* in which AFL-CIO members reside was completed by Peter D. Hart Research Associates, Inc. A random sample was selected from the AFL-CIO membership list covering all 50 states. Interviews were completed with anyone who indicated he or she had voted in the presidential election. Sixty percent were members; forty percent were non-members living in the household.

A second sample of *AFL-CIO members only* was interviewed by Fingerhut-Granados Opinion Research. Telephone interviews were completed with 1,011 members using identical survey questions.

The two surveys were later combined to provide larger subgroups for analysis by the Hart polling organization. The data reflects the same proportion of males, females and racial groups as that determined by the Survey of Current Population of the U.S. Bureau of the Census for union members. The margin of error for the combined sample of 1,683 AFL-CIO *members* is 2.5 percent; that for the 1,031 AFL-CIO *households* is 3.2 percent.

Comparison With Network Exit Polls

According to the Hart poll, AFL-CIO *household* voters (non-members as well as members) supported Mondale over Reagan by a 57 percent to 43 percent ratio. Several network exit polls accorded Mondale a slightly lesser proportion—53 to 55 percent of the "union household" vote.

Why this difference? Network exit polls include many households with whom the AFL-CIO has no chance to communicate: Teamsters and other non-affiliated unions and associations. Some of these organizations endorsed President Reagan, others have no political program.

The difference grows even larger when the sample is limited to AFL-CIO *members*. In both the Hart and Fingerhut surveys, the pro-Mondale percentage among AFL-CIO members was 61 percent. CBS exit poll data also show union *members* supporting Mondale by a higher proportion (57 percent) than union *households* (53 percent).

The voting patterns are even more significant when compared with all other voters in the electorate. The ABC network exit poll, for example, shows an 18-point difference in the vote for Walter Mondale when comparing "union households" to "all others." If the AFL-CIO member-support level for Mondale (61 percent) is used for the comparison, the difference increases to 25 percent.

Table 1

Comparison of exit polls with AFL-CIO member poll:

	% Reagan	% Mondale
NBC union households	47	53
NBC other households	64	36
ABC union households	45	54
ABC other households	64	36
CBS union households	45	53
CBS other households	64	35*
CBS union members	41	57
AFL-CIO households	43	57
AFL-CIO union members	39	61

The three networks sampled the following numbers of union households: NBC 3,034, or 26 percent of its national total; ABC 2,709, or 28 percent of its national total; and CBS 2,172, or 25 percent of its national total. CBS polled 1,215 union members and was the only network to differentiate between union *households* and union *members.*

*One percent "other" candidates.

Voting Preferences for Congress

AFL-CIO members and household members voted for Democratic candidates for the U.S. Senate and U.S. House of Representatives in greater proportion than they voted for the Democratic Presidential nominee, as shown in the following table.

Table 2

	AFL-CIO household voters	AFL-CIO members only
Vote for U.S. Senate		
Democrat	70	72
Republican	30	28
Vote for U.S. House		
Democrat	67	69
Republican	33	31

The vote for congressional Democrats was even higher among the following union-member subgroups: Hispanics, blacks, lower-income members and female members. A majority of Democrats who voted for Reagan switched back to the Democratic Party in their vote for Congress and the U.S. Senate.

Presidential Preference by Demographic Subgroup

(Note: In this and subsequent sections, including the tables; all figures refer to AFL-CIO *members only,* a combined sample of 1,683 respondents.)

As shown in Table 3, nearly every demographic subgroup of members voted for Mondale-Ferraro by greater or lesser majorities. Exceptions to this rule were found among members who are Republicans, as well as among Independents and higher-level, white-collar workers (professional, technical and sales people).

Support for Mondale was higher among older members. Still, young members (35 years old or under) voted 54 percent for Mondale, 46 percent for Reagan. Mondale's support decreases among higher-income members; however, even those relatively affluent members with family incomes of more than $35,000 voted for Mondale by 54 to 46 percent.

Blacks voted overwhelmingly for Mondale, 94 to 6 percent. Whites also voted for Mondale, by 56 to 44 percent. The Mondale majority among white AFL-CIO members stands in sharp contrast to his showing among whites in the total electorate.

Female members were more likely to vote for Mondale than males, but male members also supported the endorsed candidate. White males under 40 years old

Table 3

Presidential Vote of AFL-CIO Members by Key Subgroups

	% Reagan	% Mondale
All Members	39	61
Party ID		
All Democrats	12	88
Weak Democrats	20	80
Independents	57	43
Republicans	94	6
Area		
East	42	58
Midwest	36	64
South	41	59
West	37	63
Gender		
Male	42	58
Female	32	68
Race		
Hispanic*	—	—
White	44	56
Black	6	94
Age		
Under 35	46	54
35-49	40	60
50-64	36	64
65 and over	32	68
Income		
Low ($15,000)	29	71
Lower Middle ($15,000-$25,000)	36	64
Upper Middle ($25,000-$35,000)	44	56
Upper ($35,000 plus)	46	54
Length of Membership		
Less than 5 years	41	59
6-10 years	42	58
11-15 years	38	62
16 or more years	37	63
Retirees	31	69
Industrial Category		
Construction	35	65
Government	35	65
Manufacturing	39	61
Transportation, Commercial Sales and Service, etc.	43	57
White Members		
Men	46	54
Women	39	61
18-34	50	50
35-49	46	54
50-64	41	59
65+	37	63
Men under 40 years	52	48
Men over 40 years	44	56
Women under 40 years	37	63
Women over 40 years	41	59
$15,000 or less	40	60
$15,000-$25,000	43	57
$25,000-$35,000	47	53
$35,000 or over	47	53
Upper White Collar	56	44
Sales & Clerical	45	55
High Income Blue Collar	41	59
Low Income Blue Collar	45	55
Grade School or H.S. only	45	55
Some college	42	58
Independents under 40	63	37
Independents over 40	58	42

*Sample too small to be statistically reliable. The CBS poll shows Hispanics voted for Mondale, 65 to 35 percent.

Table 4

Attitude of AFL-CIO members toward possible policies the Reagan Administration might follow in its second term:

	% All Members		% Members Voting for Reagan	
	Favor	Oppose	Favor	Oppose
• Allowing more foreign imports that keep prices down, even if it means losing American jobs.	9	87	14	82
• Cutting back on education and job training programs.	10	88	13	84
• Reducing federal spending on programs like social security and Medicare.	12	84	19	77
• Reducing regulations that protect worker safety and health on the job.	15	82	21	76
• Paying personal income taxes on individuals' employer-paid benefits, such as health insurance and pension benefits.	17	74	20	73
• Reducing the role of labor unions in society.	18	75	29	64
• Further reducing taxes on businesses and corporations.	25	68	34	59
• Cutting back government efforts to help rebuild traditional manufacturing industries like autos and steel.	33	58	36	56

voted 52 percent for Reagan, 48 percent for Mondale, while white females under 40 favored Mondale 63 to 37 percent.

Attitude on Reagan Policies

Union members who did support President Reagan in the election do not necessarily support the programs likely to be put forward by his second Administration. By overwhelming margins, AFL-CIO members indicated that they oppose Reagan policies to cut back programs that help working people and give further tax breaks to business. Significantly, opposition to these programs is strong even among members who voted for Reagan, including Republicans.

Union Involvement in Politics

AFL-CIO members want their unions to participate in political and legislative action (Table 5). Strong majorities affirm that unions speak up for all working people and seek legislation that benefits them. Members believe unions are needed to balance big-business influence in government and politics. Significantly, support for union legislation and political action is high among Independents and Democrats for Reagan, two key groups of members with whom unions must communicate effectively in future elections.

Union Members' Political Profile

In Tables 6 and 7, several subgroups are defined to help analyze why certain members who normally vote Democratic or are Independents appear to be leaning away from the Democrats at this time. Republican members appear to be more set in their preferences and more difficult to persuade to vote against their party's candidate in national elections. But Independents and Democrats who voted for Reagan are still open to persuasion. By measuring how far their opinions diverge from the total sample on various issues, it is possible to discover which issues may be persuasive in future elections. Several important subgroups are defined as follows:

- ***Independents*—persons who say they are independent or are not sure when asked to describe their orientation as, mostly Democratic, leaning Democratic, completely independent, leaning Republican, or mostly Republican."**

- ***Democrats for Reagan*—persons who describe themselves as "Democrats" or "leaning Democratic" and who say they voted for Reagan in 1984.**

- ***Switched to Reagan*—persons who say they voted for Carter in 1980 and voted for Reagan in 1984.**

- ***Critical Democrats*—persons who say they are "Democrats" or "leaning Democratic" and who agree with either of the two following statements: "I used to support the Democratic Party a lot more than I do now," or "the Democratic Party has gotten too far away from the traditions of Roosevelt, Truman and Kennedy."**

- ***Republicans*—persons who say "Republican" or "leaning Republican" when asked to describe their orientation toward political parties.**

- ***Democrats*—persons who say they are "Democrats" or "leaning Democratic" when asked to describe their political party orientation.**

Issues for the Future

Members were asked to name one or two issues facing the country which they personally thought were most important when "looking ahead to the future." (Concern about an issue does not necessarily imply a position regarding that issue.) They were also asked which political party would do a better job in the future of handling eight selected issues, regardless of how they voted in this election. Their answers are instructive to those who hope to win union support in future elections.

1. Jobs and Economic Policy

Economic questions top the agenda of future issues for AFL-CIO members with 64 percent mentioning such things as unemployment, jobs, the economy, inflation, prices and interest rates (Table 6). For blacks, Hispanics and "leaning Democrats," jobs are an even stronger priority.

Members believe the Democrats would do the best job of *dealing with unemployment and creating new jobs* by a 48 percent to 24 percent ratio. This is not as great a margin as one might expect from past surveys. Significantly, several key targeted groups now believe the Republican Party would do a better job on this issue: Independents, Democrats who voted for Reagan, and members who voted for Carter in 1980 but switched to Reagan in 1984.

What kind of economic program will best persuade members to stay with the Democrats? There is considerable discussion among Democrats of re-orienting party policy toward a more free-enterprise, "free-trade" approach that gives greater priority to emerging, high-tech industries. There is little evidence in this survey that such an approach will be effective in attracting union members.

As shown in Table 4, AFL-CIO union members oppose policies that increase the importing of foreign goods in the name of fighting inflation but at the cost of American jobs. Members support government programs to rebuild traditional domestic manufacturing industries.

When asked what the Democratic Party should do in the future (Table 8), the strongest response (58 percent) among all members was to "fight harder to protect American jobs from cheap foreign imports." This response was chosen by an even higher proportion (62 percent) of members who are Democrats critical of their own party's policy direction.

The response to the same question that drew the smallest proportion of all subgroups was "give more support to new high-tech businesses and not worry so much about older industries."

2. Foreign Policy

Foreign policy rated a close second on AFL-CIO members' future agenda (Table 6), with 59 percent mentioning some international issue. Comments about war, peace and nuclear arms not necessarily reflecting a single position on these issues were made by 33 percent. The need for a stronger defense was mentioned by 11 percent, while 10 percent mentioned cutting defense expenditures. Two percent specifically mentioned Central America.

Several subgroups put foreign policy issues ahead of jobs and the economy. These included switchers to Reagan, younger whites, white women, white men under 40, white Independents under 40, upper-income, college-educated, and higher-level white-collar workers.

Past surveys have shown that voters, including union members, prefer the Democrats as the party best able to negotiate a nuclear arms agreement with the Soviets and (by a much smaller margin) to keep world peace. Among those who mentioned war-peace concerns, Mondale won 66 percent to Reagan's 34 percent. There is evidence, however, that Reagan neutralized this issue with some voters. With the exception of female members, most other groups who were more likely to mention war-peace nuclear concerns were also more likely to vote for Reagan. For example, 47 percent of 18-34-year-old whites mentioned this issue and 50 percent of them voted for Reagan.

When it comes to "having sound defense policies" or "dealing with Soviet-Cuban aggression," the Democrats fare worse than on any other issues tested. Members as a whole prefer Republicans to deal with defense by a ratio of 42 percent to 29 percent. One out of four Democrats said the Republicans would do a better job on this issue. Democrats who voted for Reagan and Carter voters who switched to Reagan give their defense preference to the Republican Party by ratios as large as 15 to 1.

The Republicans also fare disproportionately well on the defense issue among white men, younger members, those with upper-middle incomes ($25,000-$35,000), low-income blue-collar workers, Independents, and higher-level white-collar workers. Democrats are preferred to handle the defense issue by blacks, white women under 40, and those who identify themselves as strong Democrats.

Table 5

Attitude of AFL-CIO Members Toward Statements About Unions (in percent)

Statement	Total Agree	Total Disagree	Democrats Agree	Democrats Disagree	Republicans Agree	Republicans Disagree	Democrats Voting for Reagan Agree	Democrats Voting for Reagan Disagree	Independents Agree	Independents Disagree
A. Whatever you say about them, unions are one of the few institutions in America that speak up for working people.	86	10	92	5	74	21	*	*	81	13
B. Labor unions work to get legislation that helps all working people, whether they're union members or not.	69	26	80	16	44	49	64	32	63	31
C. Labor unions need to be involved in government and politics to balance the influence of big business.	61	33	68	28	47	51	61	38	53	38

*Subgroup too small to be statistically reliable.

Table 6

Volunteered Responses of AFL-CIO Members—

One or Two Most Important Future Issues Facing the Country

	All Members (%)	Independents	Democrats	Dems. Voting for Reagan	Carter Voters Switch to Reagan	Republicans	Dems. Critical of Party	Blacks	White Men	White Women	Income $35,000+	18-34 White	White Men Under 40	White Women Under 40	65 and Older White	Low Income Blue-collar
Economic Issues (Total)	64	60	67	66	59	61	68	73	64	57	60	57	60	56	52	69
Jobs, Unemployment	30	27	34	25	22	22	34	42	29	26	21	22	27	23	26	32
The Economy	22	22	21	25	26	24	20	17	22	21	28	26	24	24	15	26
Inflation	7	6	8	9	4	8	9	9	8	6	7	7	6	7	8	5
Interest Rates	5	5	4	7	7	7	5	5	5	4	4	2	3	2	3	6
Foreign Policy Issues (Total)	59	58	56	64	63	61	54	41	60	66	69	73	69	79	49	64
War, Peace, Nuclear Arms	33	31	35	29	35	28	31	26	31	43	41	47	37	57	30	33
Need Strong Defense	11	14	7	18	17	21	10	5	15	8	12	11	15	6	7	15
Foreign Policy (General)	7	7	6	7	6	8	6	5	7	6	8	9	11	7	5	7
Cut Defense Budget	5	4	6	5	2	2	5	4	4	6	5	5	3	8	5	6
Central America	2	1	2	4	2	1	1	1	2	2	3	1	2	1	1	2
Middle East	1	1	—	1	1	1	1	—	1	1	—	—	1	—	1	1
Government Issues (Total)	24	24	23	22	27	27	22	14	27	22	30	26	30	22	25	25
Deficit, Balanced Budget	14	13	14	10	13	15	12	7	16	12	20	15	17	12	14	15
Tax Reform	4	4	4	6	7	5	4	2	5	4	5	4	5	5	3	4
Tax Increase	3	4	3	3	2	4	3	4	3	3	2	5	5	4	3	3
Gov't. Spending, Waste	3	3	2	3	5	3	3	1	3	3	3	2	3	1	5	3
Domestic Issues (Total)	23	13	32	15	22	17	24	39	21	28	24	16	15	24	31	20
Social Security	6	5	7	5	8	5	7	4	6	9	5	5	3	7	10	6
Poverty, The Poor	4	2	7	3	3	1	4	10	3	4	4	1	2	3	4	2
Education	4	2	5	3	4	2	4	11	2	6	4	3	2	5	3	2
Elderly	4	2	4	3	4	4	2	6	3	5	3	1	1	3	8	2
Race, Civil Rights	2	1	3	—	1	1	2	7	1	1	2	2	1	1	1	1
Environment	1	1	2	1	2	1	1	—	2	1	3	2	3	1	1	2
Health Care	1	—	2	—	—	1	2	1	2	1	1	1	1	3	2	1
Union Issues	1	—	2	—	—	1	2	—	2	1	2	1	2	1	1	3
Energy	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	1
Social Issues (Total)	5	7	4	13	14	8	5	3	6	7	3	9	9	7	8	6
Abortion	2	2	1	5	6	5	2	1	2	3	2	5	4	4	2	3
Crime	1	1	1	4	4	1	2	1	1	2	—	1	1	1	3	1
School Prayer	1	1	—	—	—	1	—	1	1	1	—	1	1	—	2	1
Corruption	—	—	1	1	1	—	—	—	1	—	—	—	1	—	1	—
Women's Rights	—	—	—	—	—	—	—	—	—	1	—	1	—	2	—	—
Welfare Abuse	—	—	—	1	3	—	—	—	—	—	—	1	1	1	—	1
Other Issues (Total)	4	7	3	1	5	3	3	4	5	4	3	4	5	4	6	4

Table 7

Attitudes of AFL-CIO Members

Which Party Would Do a Better Job in the Future on Selected Issues?

D = Democrats
R = Republicans
± = Percent Difference

Responses expressed in percentages of members surveyed

	All Members D R ±	Independents D R ±	Democrats D R ±	Democrats Voting for Reagan D R ±	Carter Voters Switched to Reagan D R ±	Democrats Critical of Party D R ±	Republicans D R ±	Blacks D R ±	White Men D R ±	White Women D R ±	White Men Under 40 D R ±	White Women Under 40 D R ±	Whites 18-34 D R ±	Whites 65+ D R ±	Low Income Blue-Collar Whites D R ±	Higher White-collar Whites D R ±	Upper Income Whites D R ±
Protecting Social Security and Medicare	61 15 +46	42 17 +25	83 3 +80	45 23 +22	49 17 +32	74 9 +65	21 45 −24	82 5 +77	55 18 +37	60 16 +44	57 19 +38	58 16 +42	57 20 +37	54 19 +35	58 17 +41	46 16 +30	55 17 +38
Representing the interests of the average working people	58 18 +40	37 15 +22	84 5 +79	45 23 +22	49 26 +23	72 10 +62	14 57 −43	83 6 +77	55 21 +34	57 18 +39	47 29 +18	57 19 +38	51 30 +21	58 17 +41	58 19 +39	42 31 +11	55 25 +28
Making the tax system fairer to the average working person	55 23 +32	38 25 +13	78 7 +71	23 47 −24	24 41 −17	65 16 +49	16 62 −46	71 8 +63	48 26 +22	63 21 +42	42 33 +9	66 18 +48	50 30 +20	50 23 +27	49 30 +19	55 18 +37	53 28 +25
Dealing with unemployment and creating new jobs	48 24 +24	24 27 −3	74 6 +68	26 42 −16	24 38 −14	63 14 +49	11 66 −55	67 9 +58	43 26 +17	48 27 +21	42 33 +9	47 28 +19	42 33 +9	46 23 +23	45 28 +17	39 31 +8	43 32 +11
Dealing with the federal budget deficit	39 27 +12	22 28 −6	59 11 +48	12 49 −37	11 54 −43	45 20 +25	7 68 −61	58 9 +49	33 30 +3	45 27 +18	31 33 −2	52 24 +28	35 33 +2	38 25 +13	35 28 +7	27 32 −5	34 32 +2
Representing your viewpoint on abortion, gay rights and other social issues	35 26 +9	17 30 −13	49 13 +36	19 42 −23	18 44 −26	35 22 +13	10 62 −52	55 10 +45	29 31 −2	36 22 +14	33 33 0	46 24 +22	35 31 +4	21 29 −8	28 34 −6	32 29 +3	38 31 +7
Dealing with Soviet and Cuban aggression	32 37 −5	15 42 −27	48 22 +26	7 69 −62	4 80 −76	31 36 −5	3 80 −77	56 16 +40	27 43 −16	32 30 +2	25 53 −28	33 32 +1	29 49 −20	30 28 +2	30 40 −10	15 50 −35	26 44 −18
Having sound defense policies	29 42 −13	16 50 −34	45 24 +21	5 73 −68	9 71 −62	36 39 −3	8 79 −71	52 16 +36	21 49 −28	38 36 +2	19 60 −41	44 28 +16	27 53 −26	27 41 −14	24 49 −25	17 54 −37	26 48 −22

3. Budget and Tax Issues

Concerns about the budget deficit, government spending, taxes and tax reform were mentioned by 24 percent of the respondents. Only 3 percent specifically mentioned tax increases as an issue.

The Democrats are clearly preferred as the party that will do the best job in "making the tax system fairer to working people," by a ratio of 55 percent to 23 percent.

On the question of "dealing with the federal budget deficit," members are not so certain—39 percent say the Democrats will do a better job, 27 percent say the Republicans, and 34 percent say both are equal or they are not sure.

Independents prefer the Democrats on the fairness issue and the Republicans on the deficit issue. The Democrats have failed to persuade key target groups on the tax fairness question: Democrats for Reagan and switchers to Reagan.

4. Other Domestic Issues

Issues such as social security, the elderly, health care, education, environment, poverty, race relations and unions were mentioned by 22 percent of respondents. Of these issues, the most frequently mentioned was social security (6 percent). Concerns about social security, health care and elderly-related issues were especially high among women, persons over 50 years old, lower-income respondents, and southern white Democrats. Education was of special concern to women and blacks.

The Democratic Party is the clear favorite for "protecting social security and Medicare" and for "representing the interests of working people," according to the survey. This preference holds for all demographic subgroups and for the target groups, Democrats for Reagan and Carter voters who switched to Reagan. Only Republican members believe otherwise. From previous surveys, we know that voters, as well as union members, believe the Democratic Party to be best at dealing with education, the environment, the elderly and helping minorities and the poor.

Some Democratic candidates have become leery of advocating several of these issues because of the perceived trade-off: they cost money, add to the deficit and lead to a tax increase. While this may be true for some issues, it does not appear to be a problem for AFL-CIO members on the questions of Medicare, social security, unemployment benefits and health care. Three-fourths of the respondents want to continue full funding for these programs, "even if it means an increase in taxes." Even Republican members agree with this proposition, by 55 percent to 35 percent.

5. Social Issues

Only 5 percent of the respondents mentioned as "most important" abortion, crime and drug abuse, corruption, school prayer, welfare abuse, women's rights and other "social issues." Abortion was a slightly more significant issue with Republicans, Democrats for Reagan, switchers to Reagan, 18-34-year-old whites, those with family incomes of $15,000-$25,000, and clerical-sales workers. Of those few who mentioned abortion, three-fourths voted for Reagan.

A relatively higher proportion of Democrats for Reagan and switchers from Carter to Reagan (12 to 14 percent) mentioned social-issue concerns. For this small but significant group, such social questions might be a decisive reason for their defection from traditional Democratic voting patterns.

Thirty-nine percent of respondents did not choose either political party as best "representing your viewpoint on issues like abortion, gay rights, and other social questions." For those who chose, Democrats are preferred by 35 percent, Republicans by 26 percent. The preference is reversed among Independents, white men, whites 65 and older, upper-middle-income whites, less well-educated whites and low-income blue-collar workers.

Among key persuasion groups—Democrats for Reagan and switchers to Reagan—the preference for the Republicans on social questions is much more decisive.

Messages to the Political Parties

Although the Republicans have made some gains among certain subgroups of union members as the party best able to deal with defense issues, social questions, the deficit and, to a lesser degree, the economy, President Reagan faces great resistance from members on most of the domestic initiatives now being considered by his Administration. If there is an economic downturn and no change in Republican policies, the party is likely to lose even this advantage, except perhaps among those few members who place top priority on defense and containing Soviet expansion.

For Democrats, there are both hopeful signs and warning signals in these poll results. A majority of AFL-CIO members still considers themselves Democrats, and these union Democrats remained far more loyal to Mondale than did Democrats sampled in the network exit polls. Nonetheless, a significant proportion of Democratic members (40 percent) agrees with the statement, "I used to support the Democratic Party a lot more than I do now." And 39 percent of Democratic members agree that, "the Democrats have gotten too far away from the traditions of Roosevelt, Truman and Kennedy."

These survey results make it clear that an overwhelming majority of AFL-CIO members opposes the retrogressive direction of Reagan Administration policies. Union men and women want government action to protect American jobs against excessive imports and continued federal support for public education, job training programs, medical care and old-age insurance.

These workers oppose proposals to impose federal taxes on employer-paid health and pension benefits and oppose any further cutting of taxes on corporations.

Clearly, the substantial majority of members surveyed has more confidence in the Democratic Party for dealing with the issues most important to workers. These members show a clear preference for the mainstream Democratic traditions of Roosevelt, Truman and Kennedy to use federal government authority to assure the ultimate fairness of the American economic and political system.

The political agenda preferred by the majority of AFL-CIO members emphasizes policies that create jobs and protect programs for workers' safety, health and old-age security.

One of the many conclusions that can be drawn from these surveys is that union members' political affinities cannot be taken for granted.

AFL-CIO members are affected by the same media, community, social and economic influences that all Americans react to. But union members have the additional resource of their union political education programs to help them make important decisions. These independent polls show that a large majority of rank-and-file members understands which issues are most crucial to working people and which political candidates are most likely to be sympathetic to their concerns.

Table 8

Suggestions of AFL-CIO Members

What the Democratic Party Should Do in the Future

(Figures in percent; respondents could choose more than one)

	All Members	Dems. Voting for Reagan	Carter Voters Switch to Reagan	Indepen.	Dems. Critical of Party	Blacks	White Men	White Women	Whites 18-34	Whites 65+	Income $15,000 $25,000	Income $35,000+	Low Income Blue-collar
1. Fight harder to protect American jobs from cheap foreign imports.	56	61	64	57	62	53	57	62	58	54	60	56	60
2. Pay more attention to the concerns of union members.	23	24	29	21	28	29	24	18	23	22	20	21	32
3. Fight harder against discrimination toward women and minorities.	23	17	15	15	24	47	15	26	17	14	16	31	17
4. Stand up more forcefully to Soviet expansion in the world.	22	31	38	25	18	5	26	21	29	22	26	28	24
5. Fight harder to reduce defense spending.	17	11	11	13	11	18	14	24	20	18	20	17	13
6. Give more support to new high-tech businesses and not worry so much about older industries.	9	11	9	13	9	9	10	8	11	8	9	11	9

Table 9

Overview of the Sample AFL-CIO Members

	Proportion of Total Sample* %
All Union Members	100
Area	
East	32
Midwest	35
South	16
West	17
Party Identification	
Mostly Democratic	45
Leaning Democratic	11
Completely Independent	22
Leaning Republican	8
Mostly Republican	12
Not sure	3
Race	
Hispanic	5
White	81
Black	12
Sex	
Men	72
Women	28
Age	
18-24	3
25-29	7
30-34	11
35-39	13
40-44	13
45-49	9
50-54	11
55-59	10
60-64	9
65 and over	14
Income	
Under $10,000	6
$10,000-$15,000	10
$15,000-$20,000	11
$20,000-$25,000	15
$25,000-$30,000	16
$30,000-$35,000	11
$35,000-$40,000	9
$40,000-$50,000	5
$50,000 and over	4
Not sure/refused	13
Occupation	
High-level professional	3
Mid-level professional	7
Executive/manager	2
Sales/proprietor	3
White collar/technician	6
Clerical and office workers	7
Skilled labor	38
Semi- and unskilled labor	15
Housewife	—
Retired	16
Farm	—
Other	—
Type of Union	
Construction	15
State/local government	20
Manufacturing	34
Transportation/commercial/ sales/service/etc.	28
Education	
Less than 8th grade	4
Some high school	16
High school graduate or equivalent	44
Some college/two-year college graduate	22
Four-year college graduate	8
Postgraduate	5
Refused	1
Not sure	—

*Weighted as follows: Blacks by 1.5; whites by .94; union members by .91; union households by 1.18; male union members by 1.09; and female union members by .83.

50 million lack adequate health care coverage

By Susan Dunlop

Some 50 million Americans—or about one out of every four people under 65—have no health insurance or private policies adequate to cover the costs of a major illness, according to a study released by the Dept. of Health & Human Services.

The study, "Who Are the Underinsured?," revealed that even though many workers have group health plans through their jobs, about 60 percent of the underinsured are full-time workers and their dependents. About half of the underinsured are in high- or middle-income families.

Under-insurance is broadly defined in the study as having no coverage for all or part of the year, or having a private policy that will not cover a substantial amount of major expenses.

The problem of inadequate coverage is even worse for the unemployed persons aged 55 to 64 or 19 to 24, low-income families and women who are supporting their families alone, the study found.

The survey was conducted by Pamela J. Farley of the National Center for Health Services Research, an arm of HHS.

Farley's research showed that at least 49.1 million and as many as 76.7 million Americans under 65 are uninsured or under-insured today, depending on several definitions of "adequate" private insurance that take into account the probability of incurring major expenses and the amount of out-of-pocket costs a family might pay.

Out-of-pocket costs

One definition assumed a person was under-insured if he or she suffered a moderate illness with costs of a few thousand dollars—likely to happen to one person in every 20—and the private insurance policy insufficiently covered charges so that the family had to pay 10 percent of their income out-of-pocket for the rest of the bills.

The study found that under this definition, nearly 24 percent of the population under 65 either have no private or public coverage, were uncovered for part of the year, or have inadequate insurance to meet those bills.

A second definition, which the study said is probably the most realistic, assumed that a person has a one in 100 chance of suffering a serious and expensive illness. An adequate private policy would cover expenses so that a family's out-of-pocket costs would not exceed 10 percent of income.

In this scenario. about 26.7 percent of the under-65 population, or nearly 56 million Americans, is either uninsured or under-insured, the study said.

Also, nearly half of those underinsured would be people with policies that provide basic but not major medical benefits.

A third definition tested the adequacy of insurance by whether health plans included coverage for the expenses of a catastrophic illness.

Under that definition, nearly 37 percent of Americans under 65, or nearly 77 million people, could be considered under-insured.

The study also showed that using the second, or intermediate, definition of under-insurance, about 39 percent of female-headed households were inadequately covered compared to about 25 percent of those headed by males.

Age breakdown

About 22 percent of people age 35 to 54 were underinsured as were about 41 percent of those 19 to 24, 27 percent of those 25 to 34 and 31 percent of people 55 to 64.

By ethnic background, some 25 percent of whites, 32 percent of blacks and 31 percent of Hispanics could be considered underinsured using the study's criteria.

Of income groups, nearly 42 percent of low-income families, 22 percent of middle-income, and 14 percent of high-income families qualified as under-insured.

Dole named majority leader at Senate Republican caucus

Senate Republicans, their ranks shrunk by the election, chose a mainstream conservative, Robert Dole of Kansas, as the majority leader for the 99th Congress.

Dole, who had been chairman of the Finance Committee, won a closely contested five-way race to succeed the retiring Howard Baker of Tennessee.

The Republican caucus then followed seniority precedents and designated Sen. Bob Packwood of Oregon to replace Dole as head of the powerful Finance Committee, whose jurisdiction ranges from tax laws to social security. Packwood is a sometimes maverick moderate who has often been critical of the Reagan White House.

To take the Finance Committee post, Packwood gave up the chairmanship of the Commerce, Science & Transportation Committee to Sen. John C. Danforth of Missouri.

The chairmanship of the Foreign Relations Committee, opened up by the election defeat of Sen. Charles H. Percy of Illinois, will be filled by Sen. Richard G. Lugar of Indiana. The senior Republican on the committee was the very right-wing Jesse Helms of North Carolina. But Helms chose to stick to a campaign promise that he would retain the chairmanship of the Agriculture Committee, which is considered important to his state's tobacco industry.

The other committee change put Senate veteran Barry Goldwater as chairman of the Armed Services Committee. The post was opened by the retirement of Texas Sen. John Tower.

All other major committee chairmanships stay unchanged, including Sen. Orrin Hatch of Utah as chairman of the Labor & Human Resources Committee.

For other leadership posts, Senate Republicans chose Alan K. Simpson of Wyoming as assistant leader, William L. Armstrong of Colorado as Policy Committee chairman, and John Chafee of Rhode Island as chairman of the Republican Conference, as the caucus is called. Thad Cochran of Mississippi was named secretary of the conference and Pennsylvania's John Heinz will head the GOP's Senatorial Campaign Committee.

To win the majority leadership contest, Dole defeated Lugar, James A. McClure of Idaho, Pete V. Domenici of New Mexico, and Ted Stevens of Alaska, who had been assistant leader under Baker.

McClure, the most conservative of the group, was the first eliminated and the final runoff gave Dole a 28-25 victory over Stevens.

Democratic caucus

Senate Democrats will caucus Dec. 12, and there has been no announced challenge to the re-election of Minority Leader Robert C. Byrd of West Virginia or Assistant Leader Alan Cranston of California.

In the House, both parties are expected to rename their present leaders. A small conservative caucus may run a candidate against House Speaker Thomas P. O'Neill, Jr., in the Democratic caucus, but it is considered a token move.

The big battles in the House Democratic caucus will be over the choice of a Budget Committee chairman, the filling of a Ways & Means Committee vacancy—and action on a controversial proposal to consolidate the budget, authorization and appropriations process.

Also under consideration will be an attempt to limit and divide equally between the parties the period following the completion of business when one or more members can make speeches to an empty floor but to a live C-span television audience. A group of right-wing Republicans has largely monopolized the free television exposure.

Food Workers approve pact for 14,000 in Ohio

Cleveland—Food & Commercial Workers Local 880 members ratified a new three-year settlement with eight major grocery chains. The contract, covering some 14,000 workers, was reached just minutes before the union's strike deadline.

The agreement, approved by a mail ballot vote of 4,247 to 2,546, covers clerks and meat cutters in Cleveland, Akron and Canton, Ohio. The grocery chains are Pick-N-Pay, Fazio's, Stop & Shop, Buy Rite, Heinen, Acme-Click, Fisher Food of Canton, and the Cleveland Food Dealers.

The union had targeted the largest chain, Pick-N-Pay, for a strike on Nov. 2, while the companies had threatened to shut down all the stores if one chain was struck. The Local 880 members had earlier rejected a management offer.

Cleveland area clerks approved the agreement by a 2,309 to 1,399 vote, and the Akron-Canton clerks voted approval, 900 to 554. The meat cutters, district-wide, ratified the package with a 1,038 to 593 vote.

The agreement provides no wage increase in the first year, a $500 bonus to full-time workers the second year and $300 to part-time workers, and raises wages 27 cents per hour in the third year. There would also be a 10-cent per hour boost in the rates for the progression levels in September 1986, with 5 cents of that made available to health and welfare coverage. Changes were also made in vacations, pensions and holidays.

ILO's strong stand

Director Irving Brown of the AFL-CIO Dept. of International Affairs, right, lauded the International Labor Organization's governing body for its firmness against Soviet bloc countries which had threatened to leave the ILO if a report condemning Poland for its banning of Solidarity was adopted. Other worker delegates are, from left, Alfonso Sanchez Madariaga, Sr., of Mexico, Niamkey Adiko of the Ivory Coast and Alistair Graham of Britain. Poland announced at the Geneva meeting that it is pulling out of the ILO.

Union-company panel cites progress at Litton Industries

A joint labor-management committee formed last year to investigate widespread friction between unions and Litton Industries, Inc. issued its final report with a call for increased union-company cooperation to smooth labor relations and increase productivity.

The committee was proposed in December 1983 by Litton Chairman Fred O'Green largely in response to charges made by a 12-union coalition—led by the AFL-CIO Industrial Union Dept.—that the company's division follows corporate-wide policy of union-busting aggravated by labor law violations.

The five-member committee in its report to O'Green pointed out that it had been successful in mediating two key disputes between workers and Litton-owned companies including clearing up numerous grievances that came out of a strike by the Machinists at a Litton facility in New Britain, Conn.

The committee also helped the unaffiliated United Electrical Workers achieve a first contract at a Litton microwave oven plant in Sioux Falls, S.D., where the UE has been certified as bargaining agent since September 1980. But the committee failed in an effort to resolve a dispute between the union and Litton in Athol, Mass., where a work stoppage began in May 1983.

Members of the committee included IUD Sec.-Treas. Elmer Chatak and Electronics Workers Sec.-Treas. Edward Fire, with Litton Vice President Mathias J. Diedrich and Jerry St. Pe, vice president of the company's Ingalls Shipbuilding Division. Paul W. Kayser, vice president of a management consulting firm, served as neutral chairman.

In its report, the committee noted the unions' position that Litton's labor relations policies amount to a company-wide effort to bust existing unions, aggressively discourage any new organization, and delay and frustrate bargaining.

Litton, the committee said, maintains that its divisions' interest in being non-union are legal, as are their hard bargaining stances.

Panel continued

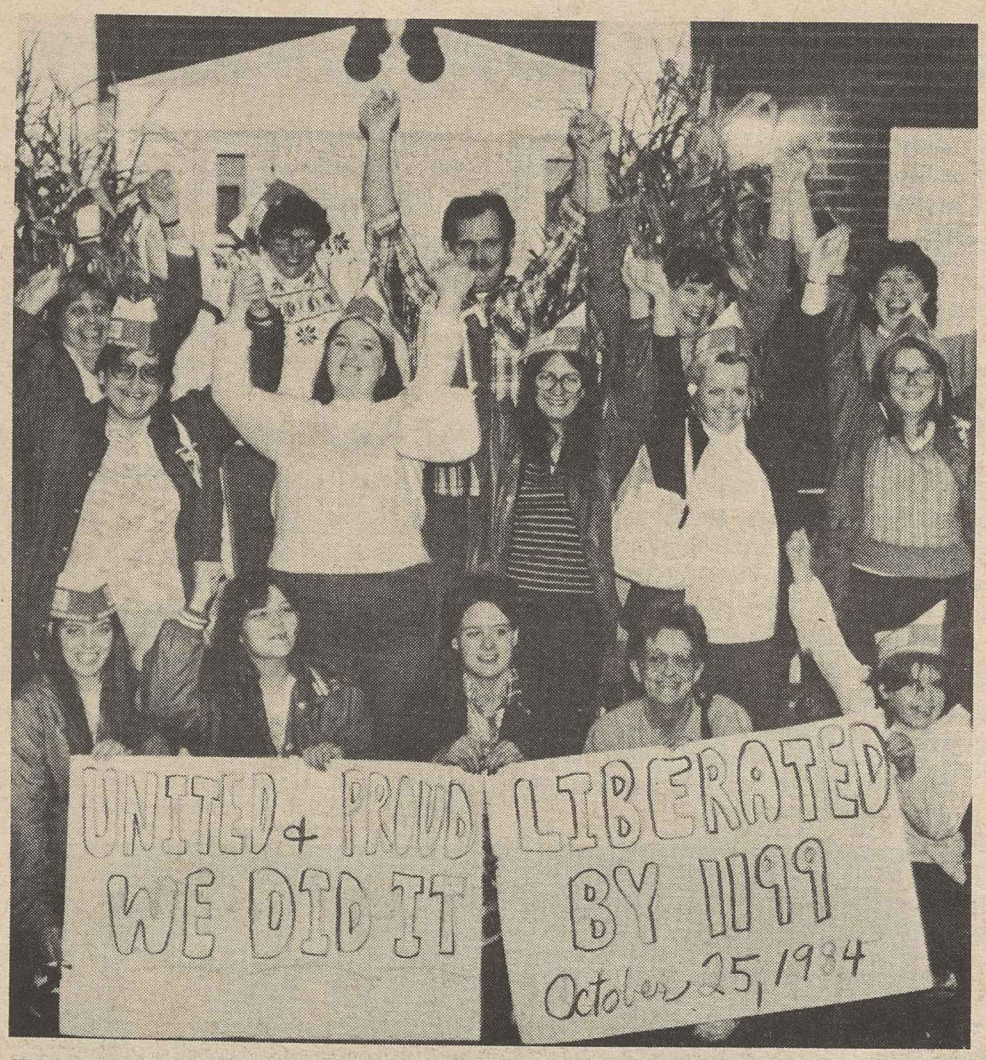
In addition to recommending that it stay in existence for a year to continue its work, the committee suggested that unions and the company increase dialogues to improve understanding of their positions. The panel stressed that legal union organizing efforts should not be grounds for discipline or layoffs, and it suggested that the parties meet to resolve outstanding disputes and grievances.

Litton was also urged to work with the unions to develop programs to cushion the impact of job loss on workers from plant closings or other factors.

The committee—stressing that cooperation is a key to high productivity—pointed to the smooth labor relations between the Ingalls shipyard and the AFL-CIO Metal Trades Dept. as an example of what could be accomplished throughout the company.

The report suggested creation of a joint IUD-Litton committee on contract proposals to work on "constructive" solutions to productivity issues.

Chatak said that while several major disputes between unions and Litton divisions remain unresolved, the department is satisfied with the progress with the company and is removing it from the IUD "dishonor roll" of anti-union employers.



Nursing home victory

A six-month organizing drive by the Hospital & Health Care Employees resulted in a victory when the 185-member service and maintenance unit at the Whispering Pines Nursing Home in Valparaiso, Ind., voted 81-64 for representation by the hospital union. The 200-bed nursing home is one of the largest in the state.

UAW, Ford ask continuation of Japan's export agreement

Detroit—The Auto Workers and Ford Motor Co. have asked President Reagan to seek a fifth year of voluntary export restraints by Japan to assure that the Japanese autos will not flood the American market after the current agreement ends next year.

UAW President Owen Bieber and Ford Chairman Philip Caldwell stressed in a joint letter that "Japanese increases in sales would have substantial impacts on the U.S. trade deficit, on domestic industry volume, employment and productivity, and the U.S. economy as a whole.

"This would come at a time when many thousands of Auto Workers still remain on indefinite layoff; thousands more have been permanently displaced to lower-wage jobs, at great personal hardship and social cost."

Bieber commented that "the Japanese are looking for a signal from us." He said Reagan should know that passivity or indecision on his part could cost hundreds of thousands of jobs, because the Japanese producers have the available production capacity to seize 40 percent of the U.S. auto market in a very short time if export restraints are lifted.

The key message sent to Reagan was that "we in the domestic industry—management and labor—have demonstrated our good faith and our mutual desire to make the U.S. industry competitive," Bieber said. He stressed that it's up to the government to deal with the competitive factors that are "beyond our control and beyond the scope of collective bargaining."

The UAW leader pointed out that more than half the cost advantage the Japanese have is due to factors beyond the industry's control, specifically a 20 percent advantage based on the yen-dollar imbalance, plus Japan's practice of waiving commodity taxes on export vehicles—taxes ranging between 18.5 to 23 percent.

Despite four years of voluntary restraints, Japan continues to hold a solid 25 percent share of the U.S. market. Japanese firms shipped 1.68 million autos in each of the first three years of restraints, limiting shipments to 1.85 million this year.

Newell J. Carman dies, retired IUOE officer

Roseville, Calif.—Newell J. Carman a retired secretary-treasurer of the Operating Engineers and a former vice president of the California AFL-CIO, died here Nov. 7 following a long illness. He was 71.

Carman joined IUOE Local 39 in San Francisco in 1940, and later was with IUOE Local 3. He was elected an international vice president in 1957 and secretary-treasurer in 1964, serving in that post until his retirement in 1972.

'No quick fix'

Union group explores Central America crisis

After a two-week political study tour of six Central American countries, a group of U.S. trade union officials came away convinced that the nagging crisis engulfing the region did not arise out of a vacuum, but has its origins in longstanding social, economic and political injustices.

"I think it is important that we understand that any commitment by the United States in helping them eradicate the causes of misery in the region cannot seriously be undertaken with a quick fix, but will require a great deal of our patience and determination over a long period of time," said Frank Myers, assistant director of the AFL-CIO's regional office in Boston, which organized the trip.

The Nov. 7-20 visit was arranged by the federation's American Institute for Free Labor Development. It was funded by the newly created National Endowment for Democracy, a federally financed, nonprofit organization established by Congress to promote the evolution of democratic institutions in developing countries.

Six-nation tour

During their visit, the seven trade unionists met with political leaders, heads of private and government organizations, U.S. embassy staff personnel, editors and labor leaders in Panama, Costa Rica, Nicaragua, El Salvador, Honduras and Guatemala.

Their primary purpose was to exchange ideas on the current labor, political and economic situation in each nation with key people in and out of government and particularly with those in democratic union confederations.

The New Englanders—four from Massachusetts and three from Connecticut—included Robert Petronella, a Food & Commercial Workers vice president; Betty Tianti, secretary-treasurer of the Connecticut AFL-CIO; Charles Thompson, a Boilermakers international representative from Springfield, Mass.; James Keyes, business agent of Operating Engineers Local 478 in Hamden, Conn.; Robert Alman, Ladies' Garment Workers vice president for New England, and John Taylor, business manager of Electrical Workers Local 103 in Boston.

They were accompanied by AIFLD Special Projects Director James R. Holway and Gordon Ellison, an AIFLD representative in Central America.

Duarte meeting

A highlight of the visit was a meeting with Salvadoran President Jose Napoleon Duarte, who told them he is determined to stay with his peace initiative in an effort to bring lasting peace to El Salvador and to bring the democratic political process to the people.

Duarte, who has met with leftiist rebels fighting to overthrow the government, stressed that he wants to end the five-year civil war that has torn the nation apart. He pointed out, however, that he would oppose any attempt by guerrilla forces to negotiate themselves into positions of power in the government.

Duarte also assured the group he would do all he could to see that justice finally is meted out in the case of the 1981 killings of two AIFLD staff members and the head of El Salvador's land reform program. The release of a Salvadoran Army officer accused of plotting their murders came shortly after the meeting with Duarte, and was a "great disappointment" to the group, Myers said.

"We were in Honduras when the word got out that the Salvadoran Supreme Court had freed Lopez Sibrian," Myers said. "The problem is that the judiciary system there leaves a helluva lot to be desired.

"The judiciary is not appointed by the executive branch but by the Legislative Assembly. At this moment, Duarte's party is not in control of the assembly."

During his wide-ranging discussion with the group, Duarte stressed that the country's No. 1 problem over the next year remains the troubled Salvadoran economy. Myers said he expressed optimism over the government's land reform program—turning El Salvador's big plantations over to the campesinos, or peasant farmers—and said that while it was not moving as fast as he would like, progress was being made.

The group also met with U.S. Ambassador Thomas R. Pickering and with officials of the Union Popular Democratica, an umbrella labor organization seeking political reform and implementation of the land redistribution program.

Free elections

Another clear impression the trade unionists came away with, Myers said, was that—except for Nicaragua—progress has been made throughout the region in holding free elections.

"Even in Guatemala, where there still exists too many violations of basic human rights, including offenses against trade unions for their activities, arrangements are being worked out to hold democratic elections next year," he said.

In Nicaragua, the group met leaders of the Confederacion de Unificacion Syndical (CUS) a labor confederation affiliated with the International Confederation of Free Trade Unions. Just after taking power, the Sandinista government formed its own labor organization, the Confederacion Sandinista de Trabajadores, and insisted that all unions belong to it.

When the CUS and the Confederacion Nicaraguense de Trabajadores resisted, the Sandinistas embarked on a campaign that violated every concept of trade union rights, the group was told.

"CUS leaders told us of arrests without charges, physical violence, and other forms of harassment to them and their families," Myers said.

"The CUS leaders told us that they too fought in the revolution to overthrow the vicious Somoza dictatorship but that it is the Sandinistas who have betrayed the revolution. They promised democracy and a pluralistic society, and have produced neither—only a totalitarian regime."

Back panel

Myers said he and his colleagues were convinced of the soundness of the recommendations of the National Bipartisan Commission on Central America, which last January offered a practical, comprehensive program to bring security and economic progress to that important region.

"One of the best ideas to come out of the commission was the call for the creation of a Central American Development Organization (CADO), which would provide assistance to the development of the area in every dimension," he said.

The commission, on which AFL-CIO President Lane Kirkland served, envisioned CADO as an organization committed to political pluralism, free elections, mutual security, human resource development, preservation of peace, and establishment and maintenance of sound economic growth policies throughout the region.

"They learned a lot, and their visit boosted the morale of the union guys in Central America, especially in Nicaragua, El Salvador, and Guatemala," Holway said.

"This is the kind of contact they really want in Central America."

Schedule of labor studies center courses

The George Meany Center for Labor Studies will offer four institutes during December and January. The schedule:

The Art of Leadership, Dec. 2-7—A session to help union leaders understand worker motivations, group dynamics, systems analysis, how to deal with stress and to recognize differences in leadership styles.

Teaching Techniques in Labor Education, Jan. 13-18—A class to demonstrate techniques commonly used by those who teach in union conferences, summer schools or night classes.

Contract Administration: Life without Arbitration, Jan. 20-24—A program to explore alternatives to arbitration, to reintroduce promptness, clarity and low cost into the process. Grievance mediation will be discussed for use when grievances have piled up.

Negotiating Techniques: State & Local Agencies, Jan. 20-25—An exercise in bargaining an agreement in a typical public sector situation experienced factfinder-mediators.

The Bakery, Confectionery & Tobacco Workers staff will be at the center for special training Dec. 9-14.

Nearly 60 candidates for bachelor of arts degrees in labor studies enrolled in the George Meany Center/Antioch University college degree program will be on campus Jan. 27-Feb. 1 for their semi-annual week-in-residence.

The American Institute for Free Labor Development country directors will be on campus Dec. 7-14. The Asian American Free Labor Institute's annual conference for country directors is Jan. 7-14.

Information about these or other labor studies is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903; telephone 301/431-6400.

EDITORIALS

The Tax Dodge

PRESIDENT REAGAN didn't invent political gamesmanship, but he has certainly raised it to an art form.

Take his proposal—oops, the Treasury Dept.'s proposal—for a major revamping of the nation's tax laws. It contains some good ideas as well as some that are very bad, and anything in it may or may not be supported by the President.

The recommendations are based on the Treasury Dept. study that the President kept referring to during the election campaign, whenever he was questioned about his tax plans.

The Secretary of the Treasury assured a televised news conference that the new system would be "simple and fair" and reflects an "enormous public input."

President Reagan, the White House tells us, isn't so sure. But he will consider the report, see how the political winds are blowing, and decide what to do about it. Anyway, the President is reported happy that the proposal doesn't contemplate using revenue gained by closing some of the most notorious corporate tax loopholes to reduce the budget deficit.

FAR BETTER, as this Administration sees it, to give another tax break to families affluent enough to tuck away $5,000 a year of tax-exempt funds into IRAs. But be sure that persons with incomes under $12,000 pay taxes on any unemployment benefits they receive.

Meanwhile, let the Treasury draw the political heat away from the Teflon-coated White House.

Having ruled out additional revenue, President Reagan asked his budget people to come up with a deficit-reduction plan based on spending cuts. And indeed they did.

The cuts proposed were described by Administration officials as "draconian."

The definition, in Webster's New International Dictionary, Second Edition, is "barbarously severe . . . harsh . . . cruel."

That's a fair description if the published reports of some of the provisions prove accurate.

But it seems that the President just wants to look at them. They're not his proposals, yet.

The buck, these days, never stops anywhere.

Making an Impact

THE ELECTION-NIGHT surveys analyzed in this issue confirm that members of AFL-CIO unions voted for the Mondale-Ferraro presidential ticket by substantially greater margin than other workers.

Clearly, the effort the AFL-CIO and its affiliates put into informing union members of the positions and records of the rival candidates had an impact.

Political education does make a difference.

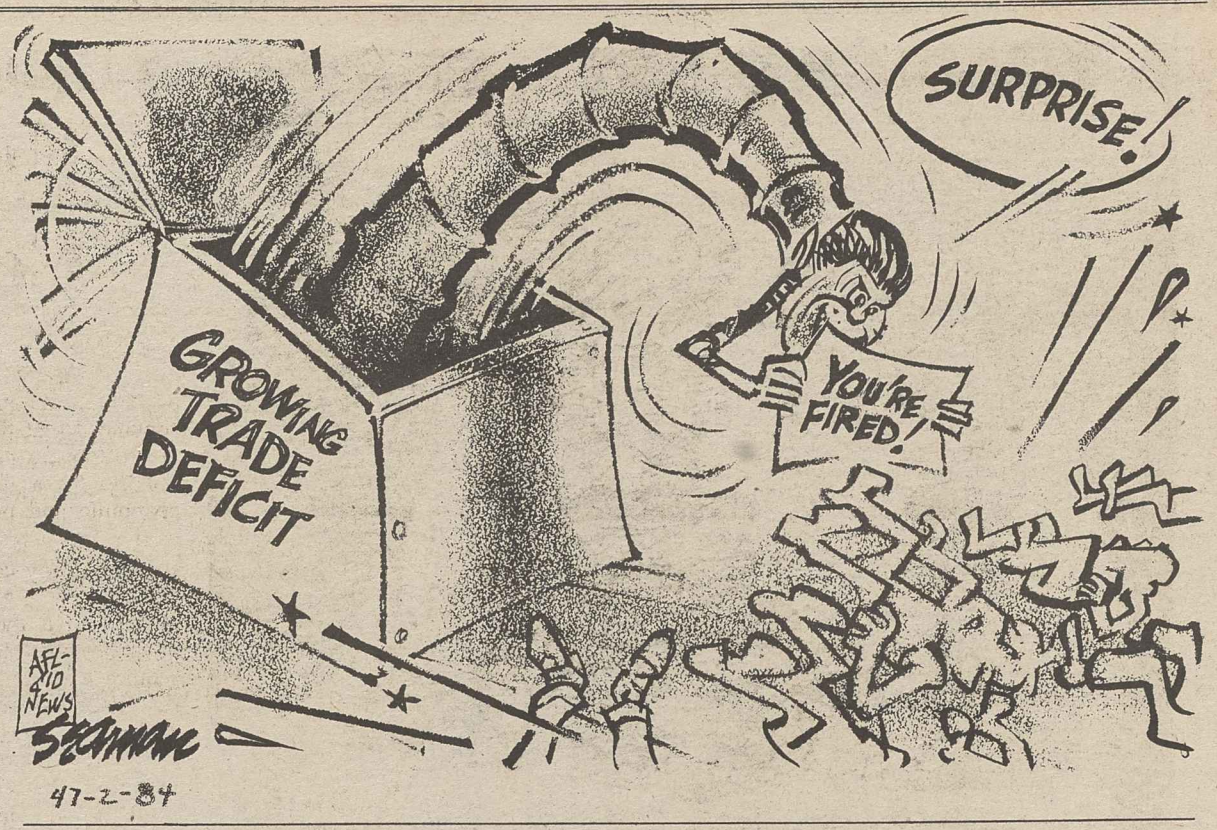
The polls refute, convincingly, the assertion by labor's foes that the trade union leadership is out of step with the rank-and-file and cannot speak for its members.

At least as impressive as the indicated 61 percent support for Mondale was the affinity of views of the overwhelming majority of union members on the issues the AFL-CIO considers most important. These views were shared by union members who voted for Reagan as well as by those who voted for Mondale.

There is also a warning light in the poll results that would be foolish and perilous to ignore.

Younger white workers, with fewer years of union membership and a shorter memory of how things were, are most likely to differ with the positions of their unions—and of their union brothers and sisters.

That's an education problem that has to be addressed.



Washington Window

Reagan tax hike likely, but who will pay more?

By Press Associates, Inc.

Controlling the mammoth federal deficit will be the first order of business for the new 99th Congress. President Reagan's red ink is now flowing at an annual rate of $210 billion, according to the White House's upwardly revised post-election estimate.

The deficit can be reduced in two ways—budget cuts and tax increases. No one, with the exception of fanatical "supply-siders," believes Reagan's campaign assertion that economic growth will close the huge gap between revenues and spending.

Reagan's Treasury Dept. has been hard at work for months devising tax schemes to be presented to Congress and the public under such euphemistic labels as "tax reform," "tax simplification," and "revenue enhancement."

In the 98th Congress, among the various "flat tax" bills introduced was one proposed by conservative "supply-side" Congressman Jack Kemp (R-N.Y.) to dismantle the progressive income tax system that is based on ability to pay.

A "modified flat tax" proposal by Rep. Richard Gephardt (D-Mo.) and Sen. Bill Bradley (D-N.J.) would preserve the basic structure of the progressive tax while lowering tax rates for most taxpayers.

Lower rates

Flat tax proposals would lower tax rates for individuals and businesses by ending many tax deductions, exclusions, credits, preferential rates, and deferrals of tax liability. Many wealthy individuals and corporations that now pay little or no taxes through skillful use of tax loopholes would be paying more.

Since the 1950s, a proliferation of tax breaks has caused the corporate share of federal revenues to plunge from about 25 percent to 8.5 percent. Over this period, the average company's effective tax rate—the percentage of its domestic income actually paid to the Treasury—has dropped from 45 percent to 27 percent.

Corporations got their biggest tax break in 1981, when Congress enacted the Administration's supply-side Accelerated Cost Recovery System (ACRS). Companies were allowed rapid tax write-offs for their capital investments instead of depreciating them according to the traditional "useful life" concept. Among the Treasury Dept.'s tax proposals is a modification of the ACRS boondoggle for big business.

Congressional study

The Congressional Joint Committee on Taxation recently released a study showing that tax breaks allowed corporations and individuals to escape $322 billion in taxes in fiscal 1984.

The study provides Congress with information it can use to select among various options to raise revenue. The list of tax expenditures in Fiscal 1984 included:

- The deductibility of mortgage interest on owner-occupied homes, $23.5 billion. Deferral of capital gains on home sales, $4.9 billion.
- Accelerated depreciation for corporations under the 1981 tax changes for plant and equipment, $10.2 billion.
- Business investment credit other than stock ownership, structure rehabilitation, reforestation, leasing, and energy property, $24 billion.
- Net exclusion of pension contributions and earnings in employer plans, $47.2 billion.
- Exclusion of employer contributions for medical premiums and medical care for employees, $17.6 billion.
- The oil and gas depletion allowance for energy companies, $330 million.
- Exclusion of interest on general purpose state and local government debt, $7.7 billion.
- Deductibility for charitable contributions, other than education and health, $425 million.

Working people will be watching closely as the Administration and Congress move closer to action on the deficit problem. The question is—who will pay?

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Labor journalism award winners announced

Judges in the International Labor Communications Association's 1984 journalism contest presented 111 awards to outstanding labor publications for materials published during 1983.

A total of 1,002 entries were examined by two panels of judges, including 60 entries in the contest's special category of labor history journalism.

The 135 labor publications that entered this year's contest were judged on general excellence as well as in eight special performance categories.

Publications could also enter five contest categories for materials published that dealt with aspects of labor history.

Daphne Siev White of the Teachers' publications staff was named as the winner of the ILCA's prestigious Max Steinbock Award. The prize, named for the late president of the association, is awarded in recognition of "the best journalistic effort which exemplifies a humanistic spirit."

Top winners in the overall general excellence categories were:

International and national union publications—newspapers of 100,000 or more circulation, CWA News, Communications Workers; magazine of 100,000 or more circulation, UAW Solidarity, Auto Workers; newspapers under 100,000 circulation, Seafarers Log; magazines under 100,000 circulation, Air Line Pilot; newsletters, SEIU Leadership News Update, Service Employees.

State and local central body publications—publishing at least 12 issues a year, Michigan AFL-CIO News; publishing more than 12 issues a year, Kenosha (Wisc.) Labor.

Local unions—15,000 or more circulation, Union Leader, Food & Commercial Workers Local 400, Landover, Md.; 7,500 to 15,000 circulation, Local 342 Forefront, UFCW Local 342, Jamaica, N.Y.; 2,500 to 7,500 circulation, Los Angeles Fire Fighter, IAFF Local 112; less than 2,500 circulation, College Union Voice, Cook County (Ill.) Teachers Union.

Regional publications—more than 20,000 circulation, Public Employee Press, State, County & Municipal Employees District 37, New York; under 20,000 circulation, On the Level, British Columbia Council of Carpenters, Vancouver.

Top winners in the labor history journalism contest were:

Best story using history to explain current events—international and national union publications, Justice, Ladies' Garment Workers; state and local central body publications, Kenosha Labor; local union publications, New York Letter Carriers Outlook; regional publications, Public Employee Press.

Best institutional profile—internationals or nationals, The Guild Reporter, Newspaper Guild; central bodies, Livingston & McLean Counties Union News, Bloomington, Ill.; local unions, 618 Express, Transit Workers Local 618, Cranston, R.I.; regionals, Distributive Worker, UAW District 65, New York.

Best human interest profile—internationals and nationals, Steelabor, Steelworkers; central bodies, Livingston & McLean Counties Union News; local unions, Piping Industry News, Plumbers & Pipefitters Local 157, Terre Haute, Ind.

Best use of art—internationals and nationals, Labor Unity, Clothing & Textile Workers; central bodies, Livingston & McLean Counties Union News; local unions, 618 Express; regionals, Distributive Worker.

Best series—internationals and nationals, The Ironworker; local unions, 618 Express; regionals, New York Teacher.

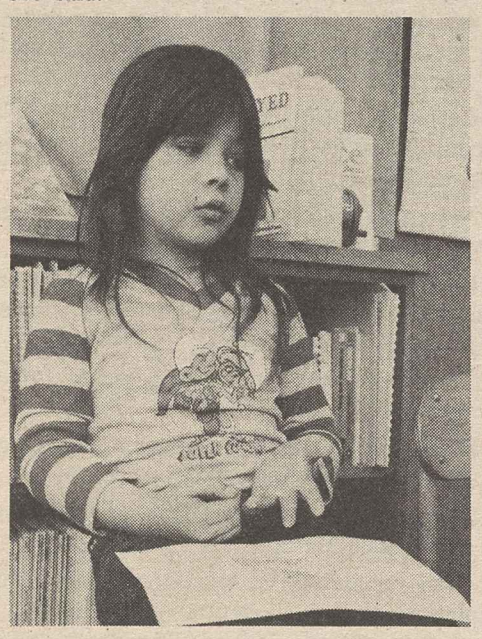
Unemployment's children
They're growing up old

The following is Daphne Siev White's article which won for her the ILCA's Max Steinbock Award. The story appeared in the April 1983 issue of the AFT's On Campus publication.

"My mother is unemployed, my father is unemployed; I was going to shovel snow and no snow fell, so now I'm unemployed."

Dawn is nine years old, and she is frightened. Her family is facing eviction; her out-of-work parents yell at her and each other more than they used to, and they spend little time with her. She is afraid one day her angry parents will leave her.

"One day I cried so hard I couldn't stop," she said. Jennifer is 11, and until recently she didn't know what the word unemployment meant. The way some adults discussed it, she thought it meant "somebody going to jail." Jennifer's father had been laid off, but just as he was recalled, her mother lost her job. "Next thing I know my dog will be unemployed," she said.



Dawn—a victim of unemployment.

Jennifer recently had a dream about unemployment. "I fell asleep and I had a dream that we were going to go poor and have to get rid of my dog. I started crying in my dream. Then my parents got in a car accident but they had no car insurance. The car was ruined and we couldn't afford another one."

Dawn and Jennifer, who both attend the Carver Elementary School in Detroit, are two of the estimated 13 million children who will be living in households affected by unemployment this year. Research shows that such children are more likely to suffer from malnutrition, more likely to be abused, less likely to receive medical care and more likely to display behavior problems than children of working parents.

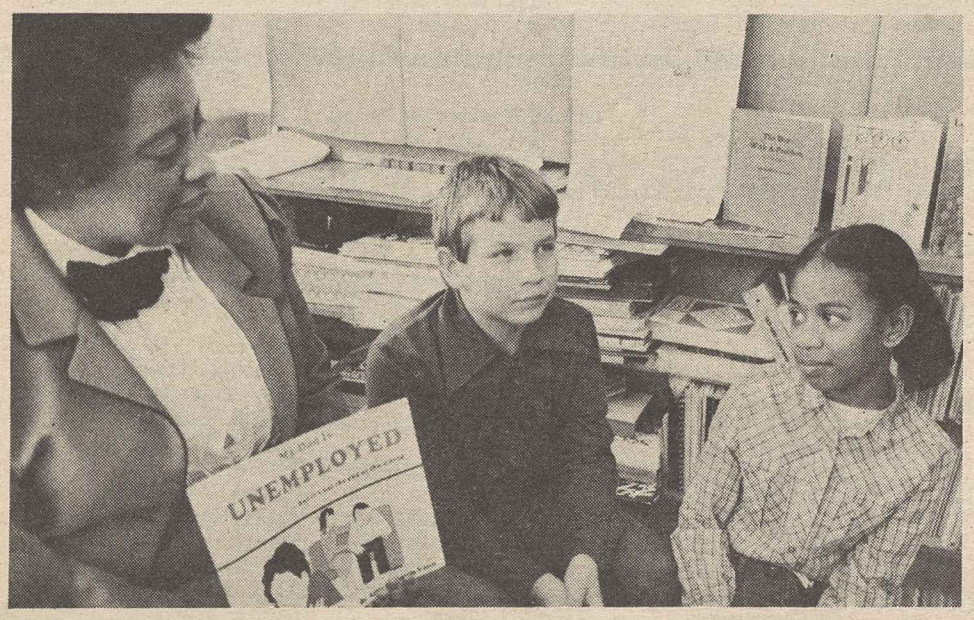
Stress factor

"If I were to select one stress [factor] as the most damaging and disruptive to children, it would be the loss of work by their parents," pediatrician Lewis H. Margolis told a congressional subcommittee earlier this year. Yet, "children are more likely to experience parental unemployment than the death of a parent, divorce or even major illness. Indeed, exposure to unemployment is so widespread that if it were an infectious disease like polio or measles, our nation would vigorously pursue policies against it," said Margolis, a researcher at the University of North Carolina at Chapel Hill.

Despite the magnitude of the problem, very little has been done to address the needs of children in this situation. This is partly because unemployment is often masked by alcoholism, divorce, mental illness and other family troubles.

Recently, guidance counselors and teachers in areas with high jobless rates have begun to realize that many children whose grades and demeanor suddenly change for the worse may have a common problem: out-of-work parents.

"About two and a half years ago I started getting an increased number of referrals, children who were acting out, daydreaming, coming in looking disheveled and getting into fights," said Artie Morris-Vann, a Detroit guidance counselor who works at both Carver and Mann elementary schools. "As I worked with these children, I stumbled across the fact that most of them came from families in which one, but usually both, parents was unemployed."



Artie Morris-Vann counsels students.

Vann, a member of the Detroit Federation of Teachers and one of the pioneers in helping the children of the unemployed, looked in vain for guidance materials in the field. Vann believes in the technique of bibliotherapy—using the situations and feelings in a book as jumping-off points for discussion of readers' feelings—and so she wrote a book, with the help of some of her students, about a child whose father is unemployed.

The book, *My Dad Is Unemployed . . . But It's Not the End of the World,* is now used in school districts across the country. Vann herself published the book and an accompanying activities guide, and about 5,000 copies have already been sold to districts in Texas, Florida, North Carolina, Maryland, California and other states. The book is aimed at elementary school students, but the activities guide can be used with all grade levels.

The book begins, "Dad used to go to work every day. One day dad came home from work and didn't smile or hug mom and me like he always did. He looked real sad. He looked as if he might cry. . . . I had never seen him cry before. I was confused. Finally, I decided to ask mom and dad what the word 'unemployed' means."

'Things got awful'

At first the child is pleased at the prospect of spending more time with his dad. But soon the reality of unemployment begins to intrude. "Things really got awful at my house with dad unemployed," the book continues. "Everything and everyone seemed to change. My favorite red fruit punch drink started tasting yukky. I told mom it needed more sugar. All of a sudden she started yelling and screaming at me about the cost of sugar and something about a budget. She even slapped me. She never did that before. Then mom started crying. I cried, too."

By reading this book with small groups, Vann and other counselors are able to explore children's feelings about what is occurring in their homes. Often, a child's first reaction is relief that he is not the only one in the world with unemployed parents. Children also share their feelings of guilt and embarrassment about loss of family income and pride.

Students often discuss their fears: fears of selling the car, the dog, the house, fears of being evicted like some of their neighbors, fears of being deserted by jobless parents.

Such fears are not unfounded. While being interviewed for this report in Detroit, Drew Middle School counselor Brendolyn Black was called away to help find a temporary shelter for two of her students who had been abandoned by their mother.

In order to cope with the reality of unemployment, children in these groups discuss ways to have fun without spending money, by jogging, going to the library, playing checkers or engaging in low-cost hobbies. Some of the older students try to find jobs of their own, and many actually give some of this money to their parents.

At Drew Middle School, Carl gives half the money he earns on his paper route to his mother, who is studying to be a nurse. One of his classmates, Tanisha, is pursuing an opportunity advertised on the back of a matchbook: "It says there is no age or sex discrimination, no experience is needed, and you can earn $100 a week by getting information for their directory," Tanisha said. "I want to give $50 to my mother and save the other half so I can buy a typewriter."

Value of education

While the children are becoming aware of the harshness of economic realities at a young age, they are also learning about the value of education for the jobs of the future. "All the jobs in the future will be to fix robots and do computer programming," said Peter, a Detroit fifth grader.

Teachers and guidance counselors in areas with high unemployment rates are making special efforts to hold job fairs and career-related activities for their students.

For some students, however, this career awareness comes too late. A juvenile court judge from Wisconsin, Charles B. Schudson, recently told Congress that many of the offenders he sees have stopped caring about their future: "I often say to a child in court, 'You have 60 more years to live. What you do with the next year [on probation or in reform school] will make those years good or bad.' Often, the responding glare is, 'Hey Judge, terrific—60 years of unemployment!' "

While Schudson is pessimistic about the youth that come before him (saying, "In anger and frustration, they will rape, rob and murder others and destroy themselves"), not all children of unemployed parents go that route.

At Carver Elementary School, for example, many of the children of unemployed parents felt their homes were more loving than those of rich children. "Rich people don't have the love because they can buy things, but poor people have to stick with each other. All they can give is love," said 12-year-old Marvin.

"Sometimes parents don't see their kids as much, but when they are unemployed they can see their kids a lot," echoed Lowanda.

Unemployment can wreak havoc with children's lives. But with help from school counselors others, the burden they carry can be made a little lighter.

AFL-CIO news

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MEMO FROM COPE
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South Africa protests widening

Police arrest AFL-CIO Sec.-Treas. Donahue and Newspaper Guild President Charles A. Perlik, Jr., during labor protest at South African embassy.

Solidarity marchers press release of jailed unionists

By James M. Shevis

American workers demonstrated against South Africa's apartheid policy of racial segregation and demanded the release of 21 black trade unionists jailed without charges in that country. Protests spread from Washington to South African consulates in five other cities.

"This is a workers' protest, a people's protest," AFL-CIO Sec.-Treas. Thomas R. Donahue declared just before he and two other union leaders were arrested in Washington near the South African embassy.

"We need to press for peaceful change in South Africa," Donahue stressed, and he predicted that change will come to that racist country one way or another.

Donahue, Newspaper Guild President Charles A. Perlik, Jr., and Steelworkers Vice President Leon Lynch were arrested after they crossed a police barricade Dec. 4, and they spent the night in a District of Columbia jail. This brought to 22 the number of prominent persons arrested in Washington since demonstrations at the South African embassy began on Nov. 21. They offered themselves for arrest by deliberate, peaceful violation of restrictions on demonstrations near embassies in order to focus public attention on South Africa's repression.

More than 500 marchers, carrying signs protesting South Africa's racist and anti-labor oppression, paraded peacefully at a prescribed distance from the embassy. They were there in response to AFL-CIO President Lane Kirkland's call for a turnout to send the South African government a message that they stood side by side with that nation's embattled blacks.

Condemning repression

"On behalf of millions of American trade unionists, we assemble here today to condemn that repressive government," Donahue declared at a sidewalk news conference during the demonstration.

"In the AFL-CIO, we are black and white, male and female, and old and young —together. We are the broadest cross-section of society that exists in America," Donahue said.

"Together, we speak not alone of black issues or white issues but of human issues, of labor issues, of issues which unite all workers. If our sisters and brothers are enslaved anywhere, if trade union rights are denied anywhere, freedom is threatened everywhere."

Meanwhile, as the protests escalated in this country, Kirkland was en route to Brussels for an executive board meeting of the International Confederation of Free Trade Unions, which has been instrumental in the development of the black trade union movement in South Africa.

Donahue noted that Kirkland and other ICFTU board members would have been joined there by Gen. Sec. Piroshaw Camay of the Council of Unions of South Africa were he not confined to a South African jail.

Shared view

While the immediate focus of the labor demonstration was on the plight of the imprisoned South African blacks, the rally was as much a protest of the Reagan Administration's "constructive engagement" policy toward South Africa as it was a condemnation of that nation's brutal treatment of black workers.

Donahue charged that the Administration's diplomatic and economic approach to South Africa, which winks at its racist practices, amounts to tacit approval of that country's social policies.

Support for this view came the same day

Continued on Page 4

Right-wing agenda seeks tighter squeeze on labor

By David L. Perlman

A right-wing group that was influential in shaping the Reagan Administration's first-term agenda has drawn up a second-term blueprint that proposes to drop the other shoe on the trade union movement.

That's the thrust of the labor chapter of the Heritage Foundation's recommendations for "continuing the conservation revolution." Its second-term proposals include:

- Repeal of all prevailing wage laws.
- Amending the Hobbs Act so as to subject union members accused of misconduct on the picket line to federal criminal charges.
- Weakening wage-hour law protections.
- Making it illegal to consider "socially desirable factors" in making pension fund investments.
- Bringing the National Labor Relations Board career staff under closer political control.

Labor Sec. Raymond J. Donovan and NLRB Chairman Donald L. Dotson both come in for high praise. But the report complains that Republicans in Congress didn't fight hard enough for legislation opposed by unions. It also urges President Reagan to "rid his staff of their inordinate fear of union leadership."

The chapter on the Labor Dept. and the NLRB was written by Steven M. Antosh, executive director of the virulently anti-union Center on National Labor Policy. Its fund-raising appeals have asked contributions to combat "ruthless union bosses."

With its prestige enhanced by demonstrated influence in the Reagan Administration, the Heritage Foundation has been less shrill in its recent fund-raising. But when it was just another right-wing group, it asked for contributions for a special "Fund to Stop Big Labor" and said money was desperately needed to prevent Congress from imposing "compulsory unionism on our armed forces."

That fund appeal warned of soldiers "going on strike before a combat alert" and "shutting down a strategic airbase during contract negotiations."

The foundation's second-term blueprint, which White House officials passed out at

Continued on Page 2

U.S. trade deficit tops $100 billion, new policy urged

The AFL-CIO called for urgent action to reverse the nation's soaring trade deficit, which grew by $9.2 billion in October and passed the $100-billion mark for the first time ever.

"It is safe to say that no other country in the world would stand idly by in the face of such a disastrous economic situation," Federation Research Director Rudy Oswald declared as the Commerce Dept. announced the new figures.

"Both the economic and trade policies of the Reagan Administration must be changed to defend U.S. domestic industries and to prevent the wholesale destruction of America's industrial base," Oswald said.

"The issue is not free trade or protectionism, but the future health of the United States."

The U.S. merchandise trade deficit for

Continued on Page 10

Now 6% of total

Corporate taxes still shrinking

The corporate share of the tax burden is continuing to drop, a congressional study confirmed. Last year, taxes on corporate earnings accounted for only 6 percent of federal revenues, down from 8 percent in fiscal 1982, 10.2 percent in 1981 and 12.5 percent in 1980.

The study, by the staff of the Joint Committee on Taxation, was requested by Representatives Don J. Pease (D-Ohio) and Byron L. Dorgan (D-N.D.). It showed that individual income tax brought in 48.1 percent of tax revenue, close to the pattern of recent years. The next largest source of federal revenue was from the social security payroll tax, which accounted for 34.8 percent of federal tax revenues.

Thirty years ago, the corporate share of taxes was 30.3 percent, and 20 years ago it came to 20.9 percent.

Pease termed the survey "powerful evidence" of the need for tax reforms.

Taxes avoided

Dorgan noted that while working families with moderate incomes pay a significant amount of income taxes, the study shows "corporations making hundreds of millions of dollars in profits and paying little or no income taxes."

A recent survey by Citizens for Tax Justice found that 128 of 250 major U.S. companies paid no federal income tax at all in at least one of the past three years.

The congressional study showed wide differences in the effective corporate tax for different industries, depending on the availability of the various forms of tax credits and deductions that Congress has added over the years.

It noted also that in almost all industries the effective corporate tax rate in the United States is lower than in other countries. In 1983, corporations paid an average 16 percent of U.S. income in taxes but paid to other countries taxes equivalent to 54.3 percent of their foreign income.

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'85 bargaining puts focus on public sector

The year 1985 will be a relatively light bargaining year in private industry, but a busy one for state and local governments, the Bureau of Labor Statistics reported.

In the private sector, 537 contracts covering 2.4-million workers under major agreements — those involving 1,000 or more workers — come up for renewal. That is fewer than one-third of the 7.4-million workers under major contracts scheduled either to expire or be reopened next year.

On the other hand, 288 state and local government agreements covering 1.1-million workers are slated for negotiation in 1985. That represents more than half — 55 percent — of the 2-million state and local government employees under major agreements.

About 596,000 of the government workers are state employees covered by 96 expiring contracts. Some 544,000 are local government workers under 196 expiring pacts. This is the first year that BLS has published data on upcoming state and local government contract expirations.

Workers involved in next year's private sector bargaining are in trucking, men's and women's apparel, construction, rubber, electrical products, and auto.

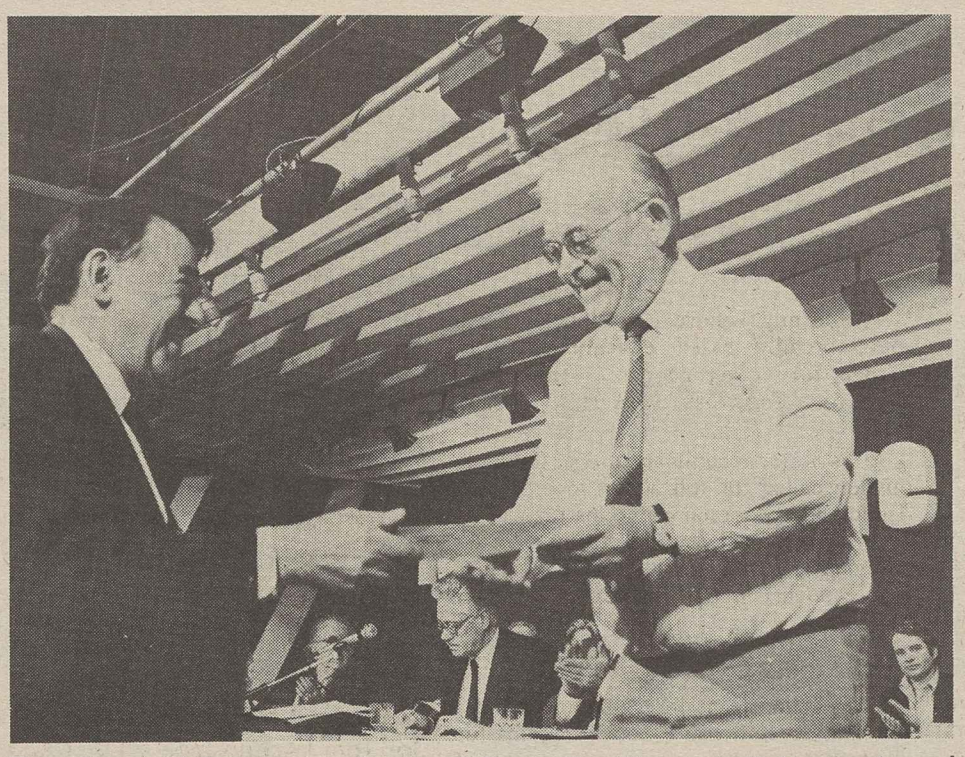
Busiest period

The heaviest bargaining period will climax in June, when 261 agreements covering 1.1-million workers in state and local government, electrical products, and construction trade are scheduled for expiration or reopening.

Deferred wage increases resulting from contracts negotiated earlier are slated next year for 3.8 million of the 9.4-million workers under major collective bargaining agreements. The average increase will be 4 percent with workers in private industry averaging 3.7 percent and those in the public sector averaging 5.5 percent.

The BLS said deferred increases in private industry next year will be the lowest since the agency began compiling such information in 1970.

Fifty-eight percent or 2.4 million of the workers covered by cost-of-living adjustment clauses will receive wage changes in 1985 because of those provisions.



Gen.-Sec. André Bergeron of France's Force Ouvriére accepts Meany Award from AFL-CIO International Affairs Director Irving Brown.

Meany human rights award goes to French labor body

Paris—France's free trade union confederation, Force Ouvriére, and its general secretary, André Bergeron, were honored with the 1984 George Meany International Human Rights Award for their efforts in support of independent trade unionism.

The presentation was made on behalf of the AFL-CIO Executive Council by Irving Brown, director of the federation's Dept. of International Affairs, at FO's 15th Congress here.

The Meany award, established in memory of the late AFL-CIO leader and his commitment to the cause of human rights and dignity throughout the world, consists of a plaque and a check for $5,000. Previous winners included Neil Aggett and Mangosuthu Gatsha Buthelezi, champions of black rights in South Africa; Lech Walesa, chairman of Poland's Solidarity free trade union, and the International Rescue Committee for its work in behalf of refugees.

In his remarks, Brown noted that both Bergeron and FO have been fighting for more than 40 years to develop a free trade union movement in France that would be independent of any political party or foreign power. FO stoutly resisted communist attempts to take over the nation's trade unions after World War II.

"These is no question they are on the road to becoming the leading trade union movement in France," Brown said. "FO now has the strength and the possibility to move into a new stage of becoming a stronger organization than it has ever been since the split from the communists in 1947."

The award also recognized FO's key role in support of Poland's Solidarity both before and after the military takeover by Gen. Wojciech Jarulzelski. It was an FO delegate to the International Labor Organization who took the initiative to file a complaint against the Polish communist government last spring for its suppression of trade union rights, Brown observed.

That complaint resulted in a report by an ILO Commission of Inquiry condemning the Polish government for its violations of international labor conventions on freedom of association and the right to organize and bargain collectively. The report was upheld at last month's meeting of the ILO Governing Body in Geneva.

Survey finds layoff victims still suffering

The recession still isn't over for most workers who lost their jobs because of plant closings or heavy layoffs, a Bureau of Labor Statistics study found.

Only 60 percent of a group chosen for its attachment to the work force had found new jobs by last January. And of those who did, nearly half had to take pay cuts.

These are some of the findings of a BLS study that focused on 5.1 million workers whose jobs have been permanently eliminated since 1979. About half the job losses were in the manufacturing sector—the nation's eroding industrial base. Most took place during the 1981-83 period, which included the Reagan recession.

The study, based on a census survey requested by the Employment & Training Administration, covered persons who had worked at their place of employment for at least three years before their jobs were eliminated. More than 30 percent had 10 or more years of seniority.

As of the January 1984 survey, only 60 percent of the displaced workers were employed. More than 25 percent were classified as unemployed and actively seeking jobs. The remainder had dropped out of the workforce—because of age, lack of job opportunities in their communities, ill health or some combination of reasons.

Of those re-employed, 367,000 who had lost full-time jobs were in part-time work, and several hundred thousand were self-employed.

The BLS survey found some 2 million re-employed persons whose full-time earnings in old and new jobs could be compared.

Reduced pay

Of these, nearly half took a pay cut and slightly more than half were at the same or higher pay levels. But the pay differentials were greatest for those who took a cut. There were 621,000 persons whose pay at their new jobs was at least 20 percent below their previous level and 533,000 at least 20 percent higher.

These were some of the other findings of the BLS study:

- Re-employment was highest—about 75 percent—among those who had lost managerial and professional jobs. It was lowest among the least skilled.
- Workers displaced from jobs in durable goods manufacturing were more likely to be taking a pay cut in a new job.
- About half the workers surveyed had lost their jobs because their company or plant had closed down or moved. The heaviest concentration of the displaced workers was in the East North Central bloc of states and in the Middle Atlantic region. Only about half the job-losers in these two areas found other jobs.
- Re-employment prospects decreased with age, with the sharpest drop in the 55 and older groups.
- The re-employment average was 62.6 percent for whites, 41.8 percent for blacks and 52.2 percent for workers of Hispanic origin. Within each category, the male re-employment rate was higher than that for women.

Right-wing blueprint targets labor

Continued from Page 1

a Cabinet meeting, urges the Labor Dept. to put even more of its resources into investigating unions and protecting individual members from their unions. The Landrum-Griffin Act should be amended to strengthen the government's authority, the report recommends.

It praises Donovan for cutting the Labor Dept. budget more than any other Cabinet department and changing the direction of the Occupational Safety & Health Administration so that only 3 percent of its citations are contested by employers—down from 22 percent in 1980.

Donovan also gets high marks for his attempt to lower the minimum wage for youth and his efforts to legalize industrial homework. But more effort should have been made to change policy through legislation, the Heritage Foundation chides.

Even though unions "vociferously" opposed the Reagan Administration, there was little attempt to mobilize congressional Republicans, the report complains. It urges that Senators "more supportive" of Reagan policies be put on the Senate Labor & Human Resources Committee. And it singles out for special disapproval the moderate views of Sen. Lowell P. Weicker, Jr. (R-Conn.).

Sen. Jesse Helms (R-N.C.), who stands to the far right of Senate Republicans, has perennially sought to push through an amendment to the Federal Election Campaign Act that would bar unions from funding non-partisan voter registration and get-out-the-vote drives. "The Administration should support this strongly," the report urges.

Amendment of the Hobbs Act to make the federal anti-extortion law applicable to picket line "violence" in labor disputes is needed to protect the right of employees to work during a strike, the report insists.

Regulatory changes

Both the Davis-Bacon Act, applying to federally-funded construction projects, and the Service Contract Act have been gravely weakened by regulatory changes made in Reagan's first Administration.

Further regulatory changes should be made, the Heritage Foundation contends. But its solution of choice is "outright repeal," which it complains "the Reagan Administration has been reluctant to request."

The recommendation that "the concept of a socially desirable investment should be made "illegal" under the law regulating pension funds would bar any attempt to give preference to investments that would create jobs for union members. It also would prevent a policy of not investing in firms cooperating in South African race discrimination or in companies notorious for union-busting.

Reversals welcomed

In its section on the National Labor Relations Board, the Heritage report welcomes reversals of previous policy adopted by the board's Reagan-appointed majority.

The report is critical of the White House's "neglect" of the agency and Reagan's failure to move promptly to fill vacancies with his own appointees. It suggests that the President appoint a White House staff member to "coordinate labor policy and agency appointments."

It recommends legislation that would substantially reduce the number of establishments and workers covered by federal labor law, both by raising the volume-of-business test for coverage and excluding firms with fewer than 15 employees.

Other recommendations would weaken the independent powers of the NLRB general counsel, bring more people with private sector labor relations experience into the agency, and put the 33 regional directors under political control. They would be either direct political appointees or senior executives subject to replacement at will.

Labor Dept. announces appointments to bureau

Ronald J. St. Cyr has been appointed deputy under secretary of labor to head the Labor Dept.'s newly created Bureau of Labor-Management Relations & Cooperative Programs. St. Cyr had been acting head of the Labor-Management Services Administration since March 1983 when Donald T. Dotson left to accept appointment as chairman of the NLRB.

John R. Stepp, director of the Office of Labor-Management Relations Services since 1980, was named associate deputy under secretary.

Milton Plumb, 69, dies, former AFL-CIO staffer

Milton Plumb, a well-known labor journalist and publicist and a former AFL-CIO News staff member, died Nov. 27 of a heart attack at the age of 69.

A charter member of the Newspaper Guild, Plumb worked for Detroit newspapers in the 1930s and was an information official at the Library of Congress for 12 years. In 1951, he was named assistant publicity director of the CIO and after the merger became an assistant editor of the AFL-CIO News. Subsequently, he served as public relations director of the Railway Labor Executives' Association and later established his own public relations firm in Washington. He retired in 1980.

Survivors include his wife, Libby, a son and two daughters.

Shortchanging students

Panel scores neglect of vocational studies

By Susan Dunlop

A healthy balance of both academic and vocational courses is the best educational "diet" for all high school students, college-bound or not, the National Commission on Secondary Vocational Education concluded in its report.

Vocational education should not be considered a "dumping ground" for any student, but as a full and equal part of the educational process that helps prepare all students for the working world, the report stressed.

Titled "The Unfinished Agenda," the report was released by the commissioners Nov. 29 at a news conference in Washington, D.C. and is the result of seven months of study by a 14-member commission drawn from education, business and labor.

The commission was chaired by Prof. Harry F. Silberman of the University of California at Los Angeles and its members included Jim Auerbach, staff representative with the AFL-CIO Dept. of Education.

Similar problems

Among its findings, the report pointed out that secondary vocational education teachers suffer from the same problems outlined in numerous other reports on American education—"they tend to be underpaid, underprepared and asked to work miracles."

Recruitment of all teachers is hampered by low salaries, but "additional incentives" such as scholarships, extended pay for more time at work and opportunities to upgrade skills could help, the report observed.

Teachers' President Albert Shanker called the study "welcome and necessary," particularly in the light of other recent reports on education that have ignored or downplayed the importance of vocational teaching.

"Vocational education can provide a rigorous basic education and more advanced preparation for the world of work," Shanker said. "We need not sacrifice all of our vocational programs for increased academic requirements in schools. We can find ways to integrate literature, science, mathematics across disciplines to insure that all students leave our schools prepared for whatever life offers."

In its research, the commission found that in 1982, 27 percent of all high school seniors were enrolled in vocational programs, and 95 percent of all public high school graduates that year had earned some credit in vocational courses.

Vocational courses are usually grouped into nine areas: agriculture, business, marketing, technical, health, trades and industry, vocational home economics, industrial arts and consumer home economics.

Of the nation's more than 350,000 vocational education teachers, about half teach at the high school level, and about one-fourth teach part-time while holding other jobs in private industry.

Devalued programs

The panel found that a common perception about vocational education is that it prepares students for "low-status" jobs. Because many parents and some educators "devalue" school programs that aren't a prerequisite for college, vocational and occupational schooling is also unfairly devalued.

The commission stressed that a "more balanced approach" to excellence in secondary schools would provide all students with "a mix of both academic and vocational courses and enough elective options to match their interests and learning styles." Vocational education "must be a significant part of a quality high school education," the panel said.

AFL-CIO Education Director Dorothy Shields pointed out that many of the report's recommendations parallel organized labor's long-standing positions on education.

"We firmly believe in the need for a solid, broadly based educational background for young people as the strong foundation for work or college," Shields said.

In its major recommendations, the commission called for full access to both academic and vocational programs for all students and stressed the importance of counseling, interest and aptitude assessment to help students make choices and career plans.

Equal access

The commission called for guarantees of equal access to all school programs for all students regardless of sex. The needs of handicapped students for full access were also underscored.

The recommendations urged schools not to provide "separate tracks" that lead to different diplomas and suggested that states not create curriculum requirements that restrict students' opportunities to take vocational courses.

For teachers, the commission urged action by university teacher educators and local school officials to upgrade the quality and performance of vocational educators, including improvements in certification requirements and competitive salaries and incentives.

The commission also stressed the importance of a continued and expanded federal government role in vocational education, not only for funding—about $900 million in federal money is spent on vocational programs each year—but also to assure equal access to programs for all students. The report pointed out, however, that federal standards or funds should "supplement, not supplant" active state and local roles in vocational schooling.

Cooperation urged

The commission strongly recommended a continued and improved cooperation between the schools and business, labor and the community in the development and design of vocational and career education.

Collaboration between business, labor and the schools sometimes breaks down "partly because school personnel do not initiate the request or do not give a complete and equal role to those who accept the invitation," the report noted.

"Field-based learning" or the chance for students to learn while working should also play a greater role in vocational programs, the report suggested.

UAW Vice President Steve Yokich, left, and UAW Region 9 Assistant Director Tom Fricano look on as Deborah Wirth, seated left, has her marketable skills printout explained at new training center by Career Planners Carolyn Bright, center, and Marie Antonucci.

Buffalo area training center to aid laid-off GM workers

Buffalo, N.Y. — Some 3,500 laid-off General Motors employees represented by the Auto Workers will receive training for new jobs under a $1.6-million program to assist dislocated workers in the western New York area.

In addition, an undetermined number of active GM workers who face possible layoff due to changing situations in the auto industry will be retrained for jobs either within or outside the company.

The training and retraining will take place at the renovated headquarters of a trucking firm in Cheektowaga, across from Buffalo International Airport. Funding is provided by a special GM-UAW national training fund, first negotiated in 1982 and expanded in the parties' recently negotiated contract.

Announcement of the training program —the sixth to be undertaken jointly by the union and the company in the last two years—was made at the training site by UAW President Owen Bieber; UAW Vice Pres. Donald F. Ephlin, who directs the union's GM department, and Alfred S. Warren, Jr., vice president in charge of GM's industrial relations staff.

"This center and others like it around the country reflect a high level of joint commitment by the UAW and GM to the principle that workers are not mere pieces of machinery to be discarded along the way as this industry transforms itself," Bieber said.

"We are determined to minimize job losses in the first instance, and to pay proper attention to the needs of those who must be laid off."

Ephlin and Warren said the programs will be linked to community educational institutions, private industry councils, social service agencies and employment service and economic development agencies in western New York.

Provided by contract

The UAW-GM contract provides for a Joint Skill Development & Training Committee to promote training, retraining, and related activities to upgrade the skills of GM workers nationwide, and to help them maintain their employment or find new employment.

Similar projects have been set up in California and at four locations in Michigan—Flint, Pontiac, Saginaw-Bay City and Detroit.

Under the union contract, the company provides funding at the rate of five cents an hour worked by each UAW-represented employee for certain projects and an additional 10 cents an hour worked for other training-related programs.

Firm ordered to clean up mercury

Poultney, Vt.—The State of Vermont has ordered the Staco, Inc./Chase Instruments Corp. to hire a professional to purge the harmful element mercury from the homes of its workers who are represented by the Furniture Workers.

The UFWA is pressing Staco for a severance pay settlement for the 45 workers the firm laid off when it chose to shut down its thermometer plant rather than comply with state regulations on worker safety and health.

Last spring, the state health department ordered the plant closed after urine tests revealed elevated levels of mercury in the workers and in their children. Exposure to mercury for extended periods can cause damage to the liver, kidneys, and central nervous system, as well as brain damage, nausea and dizziness.

The Chase division produces glass products, including thermometer tubes, while the Staco plant fills the thermometers with mercury.

The Vermont Occupational Safety & Health Administration had inspected the plant in 1983 and found mercury above permissible levels throughout the plant. Mercury was found in the lunch room, on the snack, soft drink and change machines and on the refrigerator and napkin holder.

Tests run on 23 of the workers' children showed 18 with elevated levels of mercury in their urine. The state health department pressed the company to provide clean-up for the workers' homes. Yet two separate clean-up efforts by the company failed to reduce the mercury contamination to safe levels, and two families were evacuated from their homes.

Lack of trust

A survey by the UFWA in mid-November showed many Staco workers had refused to allow the company to monitor and clean up their homes because they didn't trust the firm to do it properly, UFWA safety coordinator Jamie Cohen said.

The UFWA pressed the health department for an order that Staco hire professional cleaners with experience in removing mercury and stressed the need for emergency aid to workers forced to vacate their homes. The union pointed out that some workers might refuse the clean-up effort because they can't afford temporary housing, having been out of work since last June. The health department issued such an order Nov. 16.

UFWA President Carl Scarbrough charged "these workers have been victimized by a company that feels no responsibility to its employees. When the health department got after them to correct the situation and they were fined $170,000 to clean up the Poultney sewage system, after letting mercury drain into the sewers, they took the easy way out. They closed down the plant and threw 50 or our members out of work."

UFWA District Rep. Keith Sweeney, who has been negotiating with the company to gain severance pay and benefits for the laid-off workers, said Staco rejected all the union proposals and said it considers negotiations closed.

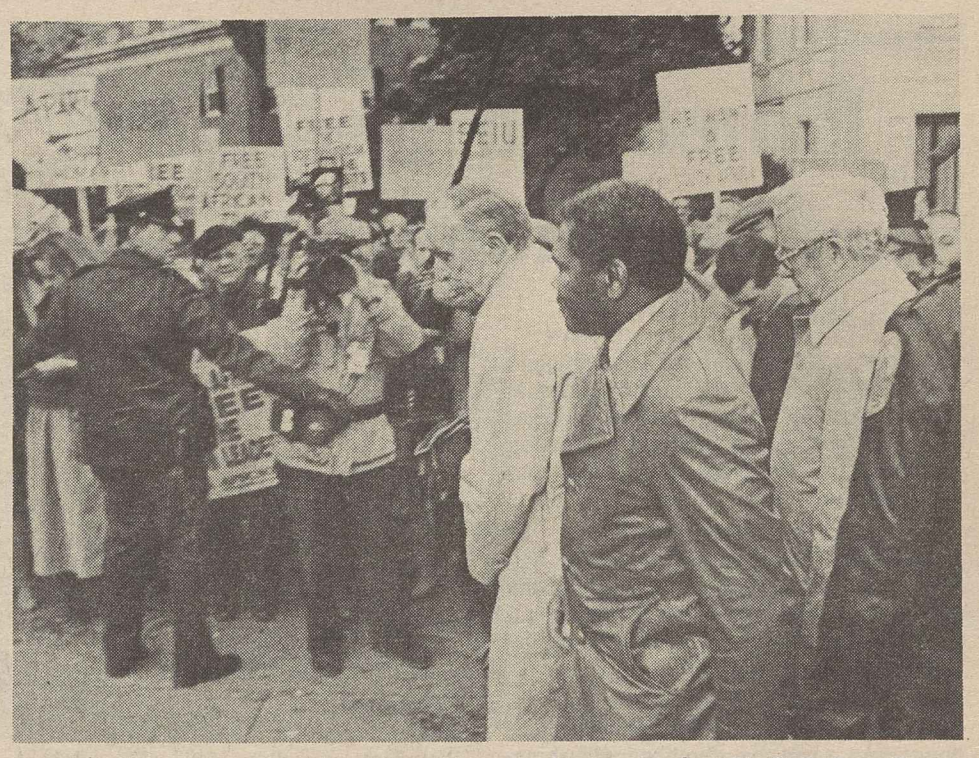
Postal Workers' officers win rerun

Top officers of the Postal Workers, headed by President Moe Biller and Sec.-Treas. Douglas C. Holbrook, were re-elected in a nationwide mail ballot.

The election was a rerun of last year's vote, which was set aside by the Labor Dept. after protests by unsuccessful candidates were upheld. The only change from the 1983 outcome came in a three-way contest for the post of education and research director. Michael G. Zullo, the previous incumbent who had trailed in the 1983 vote, won the rerun.

The results, certified by both Labor Dept. representatives and the APWU Election Committee, gave Biller 53,046 votes to 42,971 for David E. Daniel of the Huntington, W.Va., local.

Marchers file outside the South African embassy to protest that country's jailing of black unionists. More than 500 took part in the labor demonstration.



Steelworkers Vice President Leon Lynch, foreground, AFL-CIO Sec.-Treas. Donahue, and TNG President Perlik cross police lines prior to arrest.

Labor protests South Africa jailings

Continued from Page 1

in an appearance by Bishop Desmond M. Tutu, the black Anglican who won the Nobel Peace Prize this year, before members of the House Foreign Affairs subcommittee on Africa.

Tutu termed the Administration's policy toward South Africa "immoral, evil and totally un-Christian," and offered to meet with the President.

Donahue called on the Administration to bring greater pressure on South Africa to grant voting privileges and other fundamental human rights to blacks, who make up three-fourths of the population.

"For 30 years, we in the AFL-CIO have decried the South African system of apartheid which breeds these violations of human rights," he told newsmen.

"We have said repeatedly that if South Africa persists in the denial of trade union rights, persists in its efforts to strip away the citizenship of its 73-percent black population, and persists in the forced relocation of that population, then our government must act forthrightly to assist South African workers by a selective ban on the import of South African products.

"We have said U.S. actions must continue, if necessary, to such measures as a full boycott, barring of new investment, complete disinvestment, and the severing of all social, cultural, and diplomatic ties with South Africa.

"Today, after 30 years of protesting, it is time to get on with this program."

Biggest yet

The Washington demonstration was by far the largest yet held at the embassy, drawing hundreds of pickets from dozens of AFL-CIO unions.

At least two dozen international and national union presidents were on hand as were the heads of a dozen state AFL-CIO federations. Fifty trainees and upgraders from the Seafarers' Harry Lundeberg School of Seamanship in Piney Point, Md., were there and a delegation of 100 from the State, County & Municipal Employees, including the union's 25-member executive board, also were on hand.

The spreading protest against South Africa's apartheid policy brought out union members in New York, Chicago, Houston, Los Angeles, and Seattle, and organizers pledged the demonstrations would keep up until the imprisoned blacks were released.

In New York, six black leaders were arrested after they blocked the entrance to the South African consulate. Among those arrested was former New York Deputy Mayor Basil A. Paterson, two state legislators, and several civil rights leaders.

About 200 people representing labor and civil rights groups marched outside the South African consulate in Beverly Hills, Calif., demanding the immediate release of the black unionists, who were jailed for their role in a two-day strike last month in which hundreds of thousands of South African black workers stayed away from their jobs.

Global impact

Joining the protesters in Washington, the District of Columbia's delegate to Congress, the Rev. Walter Fauntroy, thanked the AFL-CIO for mounting the nationwide labor demonstrations, saying that now "the American people will know that this is a cause that affects not only blacks but working people all over the globe."

The Steelworkers' Lynch, who is the union's vice president for human affairs, called for changes in policies in both Pretoria and Washington.

"There is an attitude of complicity in this Administration which finds acceptable not only racism as a national policy but the repression which characterizes regimes of fascist or military control," he charged.

"We are outraged at what is happening in South Africa. Our actions are directed toward that government. . . . and our own makers of foreign policy who are willing to accommodate to those actions."

TNG's Perlik said the Guild has long agonized over its black brothers and sisters in the South African newspaper industry who have been banned, driven from their jobs, and imprisoned for seeking to give a voice to their fellow citizens.

'Time for action'

"We have sent telegrams, letters, and resolutions of protests to the racist government of South Africa, asking that it desist," Perlik said. "They have gone unanswered and unheeded. . . . It is time for an end to words and the beginning of action.

"It is time to end American industries' complicity in this unspeakable system of apartheid."

The three union leaders jailed overnight in Washington were charged with crossing police lines as they sought to take their demands to the South African ambassador. Police told them the embassy was closed for business, and arrested them as they proceeded toward the embassy. The charge, a misdemeanor, is punishable by a $300 fine and/or 10 days in jail.

As he headed toward the embassy, Donahue led the demonstrators in a chorus of "Solidarity Forever," a tune sung over and over during the afternoon protest. Also heard during the cold vigil were "We Shall Overcome," the civil rights song that punctuated the freedom fighters' rallies of the Sixties in the United States, and chants of "Free the Union 21! Free the Union 21!"

State AFL-CIO presidents from 11 states—Pennsylvania, West Virginia, Virginia, North Carolina, South Carolina, Georgia, Maryland, Mississippi, Tennessee, Alabama and Kentucky—also joined the protesters.

Embassy protesters carry signs bearing names of South African black trade unionists jailed without charges.

The 21 jailed unionists

The names and affiliations of the 21 jailed South African black unionists:

Piroshaw Camay, general secretary of the Council of Unions of South Africa; Chris Dlamini, president of the Federation of South African Trade Unions; Moses Mayekiso, Metal & Allied Workers; Jethro Dlalisa, Transport & General Workers; Bangi Solo, National Union of Textile Workers; Xolami Ndona, Chemical Workers Industrial Union; Zanemvula Matela, Paper, Wood & Allied Workers; Amos Nkosi, Commercial, Catering & Allied Workers; Ntsikeldo Qaku, African Food & Canning Workers; Boy Nkese, South African Woodworkers.

Also, Andisi Xintolo, South African Woodworkers; Jerry Kau, National Automobile & Allied Workers; Themba Nontlatane, Municipal & General Workers; Thema Mbandluna, Municipal & General Workers; Zola Sekele, United Mining, Metal & Allied Workers; Gilbert Binda, United Mining, Metal & Allied Workers; Isaac Lehoko, United Mining, Metal & Allied Workers; Glenn Malela, United Mining, Metal & Allied Workers; Rita Mzanda, General & Allied Workers, and Amos Masondo, General & Allied Workers.

Other union leaders arrested at recent embassy protests have included AFSCME President Gerald McEntee, Auto Workers Vice President Marc Stepp, President William Simons of the Washington Teachers Union, District of Columbia AFL-CIO President Joslyn N. Williams, and Rep. Charles Hayes (D-Ill.), a former vice president of the Food & Commercial Workers.

On the day after the labor solidarity demonstration, AFSCME Sec.-Treas. William Lucy also was arrested, along with two congressmen, and charged with congregating within 500 feet of an embassy with intent to demonstrate.

Also detained have been several congressmen and civil rights leaders, including the daughter of slain black leader Martin Luther King, Jr.

The AFL-CIO has expanded its material support of South African black unions in recent years, establishing a special fund for that purpose at its 1981 convention. It has repeatedly registered shock and concern over the tragic consequences of apartheid, and has testified before Congress in support of measures that would bring pressure to bear on the South African government.

Among bills it has supported are those which would regulate the conduct of U.S. companies operating in South Africa, and require businesses to develop programs of equal opportunity and pay for black workers.

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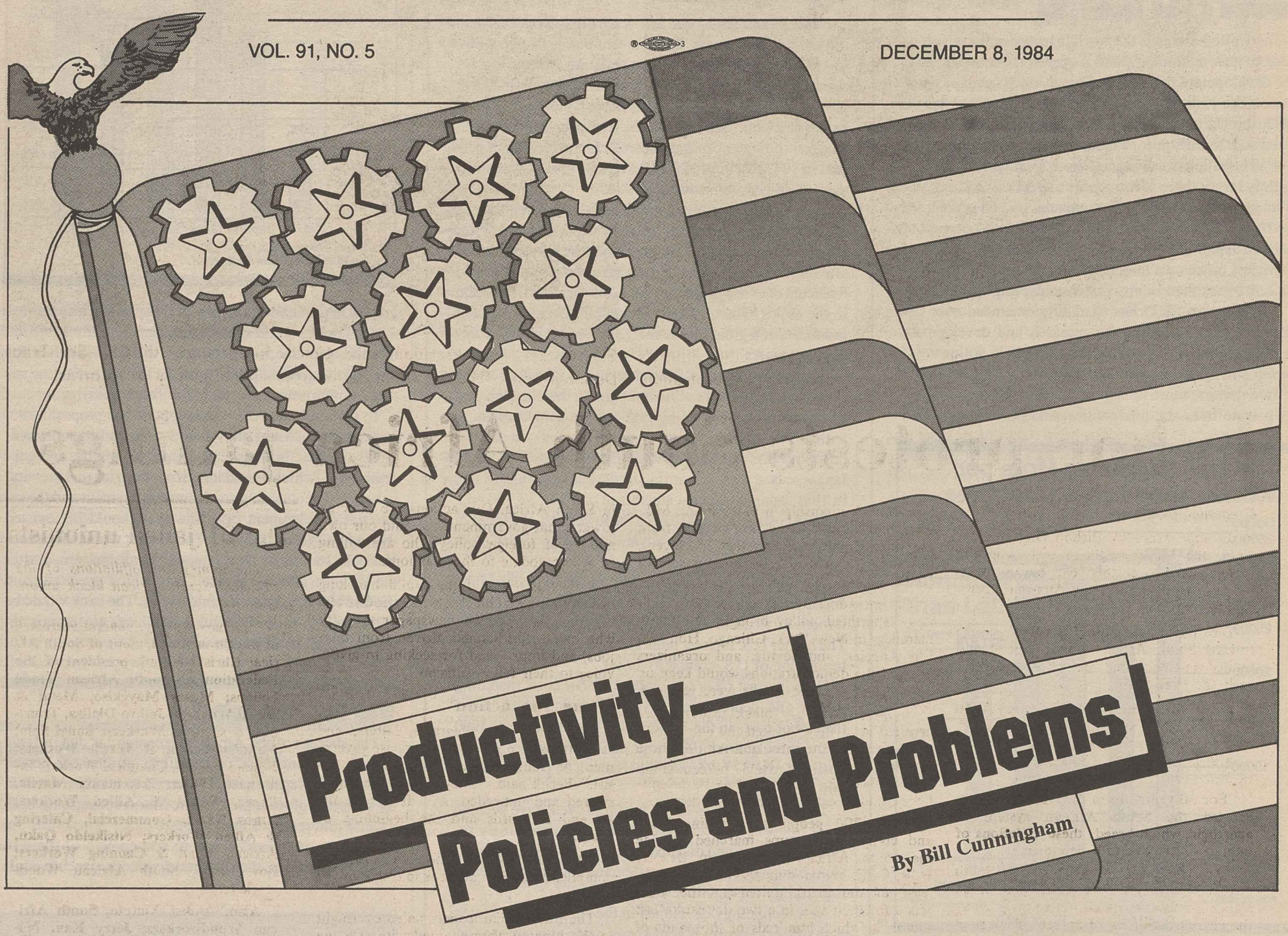

Productivity— Policies and Problems

By Bill Cunningham

American workers produced in 1983 goods and services worth on the average $19.50 an hour in all private industry and $22.50 per hour in manufacturing alone. That's more than twice as much as each worker produced 35 years ago, measured in dollars corrected for inflation. And the United States still maintains its lead as the most productive nation in the world, although some nations are catching up because their productivity is growing faster.

In 1983, American workers were 7 percent more productive than workers in Germany, 39 percent higher than Japanese workers, and 45 percent higher than those in the United Kingdom according to Labor Dept. figures on Gross Domestic Product per person employed.

Productivity gains are an engine of progress and contribute to a higher standard of living for all Americans when the gains lead to higher wages and benefits rather than only to higher profits. And higher wages increase consumer purchasing power, which is essential to keep the economy growing and healthy. Of course, higher wages and benefits are necessary to raise living standards, and workers' gains are best achieved when employees have a union to represent them. Unions have also been shown to contribute substantially to higher productivity.

Why Productivity Grows

An understanding of what causes productivity to grow is important to the development of improved economic policies. A key ingredient is a healthy economy with rapid business expansion. The strongest productivity growth is achieved when unemployment is falling and consumer demand is strong, because that climate stimulates the factors that lead to higher productivity.

The use of high interest rates and tight credit by the government to fight inflation tends to slow the growth of production and investment in the kinds of activities that raise productivity.

The factors contributing to higher productivity include investment for expansion and modernization of plant and equipment, on-the-job training programs, and school and university programs to train workers in the newest skills for growing job opportunities. Also, research and development spending leads to new products and production processes. Public infrastructure development, consisting of transportation systems, sewer and water systems, schools, and other public investment, provides support facilities essential for production of goods and services.

In a recent study of the relationship between productivity growth and output growth, Keith McKee and Carol Sessions of the Illinois Institute of Technology concluded that "most productivity improvement occurs because of an increase of output by the nation or by individual industries." Looking at U.S. industries they concluded, "Some industries did well and some poorly, but the first order trend was that productivity increased at the same rate as the rate of increase in output. Such a strong correlation was not anticipated and appears to indicate that the trend found for U.S. industries seems to follow that for the industrial nations."

Invest and Modernize

Investment for expansion and modernization of plant and equipment has more than kept up with the growth in the labor force, meaning that each worker works with far better equipment than in the past. According to the Bureau of Labor Statistics measure of potential capital services, the potential service available from plant and equipment has gone up 165 percent per hour worked since 1949. Although it declined in 1976-78, this measure began rising again in 1979 before dropping again in 1983.

The share of the nation's income devoted to investment in plant and equipment has been gradually rising since World War II as shown by the Commerce Dept.'s survey of Plant & Equipment Expenditures. Investment as a share of GNP rose from about 9.5 percent in the 1950s, hitting 11.2 percent in 1979 and 1980. The investment share fell during the recession to 9.2 percent in 1983.

Recent data, however, show contradictory investment figures, both weak and strong. The Commerce Dept.'s Plant & Equipment Survey shows investment at 9.2 percent of GNP in the first six months of 1984, reflecting no improvement over 1983. Another series from the Commerce Dept., on Fixed Nonresidential Investment, shows strong growth in investment registering a 11.5 percent share compared to 10.5 percent in 1983. Why the discrepancy exists and which series is more accurate remains to be determined.

A study by Edward Denison, a leading productivity expert, found that increases in the amount of plant and equipment account for about 15 percent of productivity growth in recent decades.

Investment for modernization of plant and equipment has gradually improved the quality and productive potential of the nation's workplaces, although some companies and industries have fallen behind. Plant and equipment have become increasingly more modern since World War II. The average age of plant and equipment in U.S. manufacturing fell from 13.9 years in 1945 to 9.0 years in 1981 before rising to 9.2 years in 1983 as a result of the recession, according to Commerce Dept. figures.

Education, a Vital Factor

The nation's commitment to education has improved the quality of the workforce, making a vital contribution to productivity. Better education through schools and training programs accounts for 20 percent of U.S. productivity growth in recent decades, according to Edward Denison's study. Advances in knowledge from all other sources contribute an additional 54 percent. Education provides the basis for inventions, new materials, and the improved flow of work from one operation to another. And education supplies the workforce with the

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basic skills for applying such advances in technology and know-how.

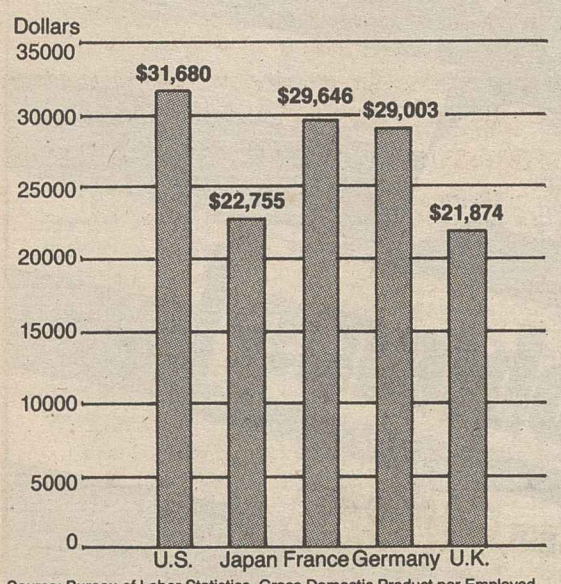
The 1.7 million patents issued in the United States since World War II testify to the scientific progress of the American people and to their ability to consistently develop new ways for producing more and better goods and services.

America's R&D Leadership

The United States is the world's leader in the development of new technology, and it spends more on research and development than Japan, France, and Germany combined. The National Science Foundation reports that in 1982, the United States spent $80 billion on R&D compared to $26 billion for Japan, $18 billion for Germany, and $11 billion for France. West Germany devotes a slightly larger share of its income to R&D — 2.81 percent of its gross national product compared to 2.63 percent for the United States. R&D accounts for about 2.4 percent of GNP in Japan and 2.1 percent in France. Scientists and engineers make up a larger share of the labor force in the United States than in any major competing country.

Spending on R&D has gradually expanded over the years. Overall spending for research and development rose to record levels each year after 1976 following a slump during the recession of 1974 and 1975. About $88 billion dollars, more than ever before, was spent in 1983 by private industry, universities, and government, with

The U.S. Produces More per Worker than Other Countries



Source: Bureau of Labor Statistics, Gross Domestic Product per Employed Person, 1983.

the federal government contributing 46 percent of that amount.

Scientific research and development helps raise productivity, through the development of new machines, new production methods, and new products. As with other factors contributing to productivity, research and development spending is much stronger when the economy is healthy.

Investment by federal, state and local governments makes a large contribution to improved productivity. Schools, colleges and universities increase the skill and knowledge of the workforce. Investment in transportation systems, public power projects, sewer and water systems, and police and fire stations provides the basic facilities necessary for the production of goods and services. Government antitrust enforcement of competition strengthens private institutions, also making possible higher productivity.

Elimination of discrimination on the basis of race, age, and sex also helps to raise productivity. Discrimination prevents people from using their talents to their utmost potential and results in lower overall productivity.

Education, training, investment, and research and development are the basic, long-run causes of the rise in productivity. At any given time, output per work-hour depends on how efficiently the economy is using its plant, equipment, and labor. A recession with layoffs and unused equipment results in a drop in productivity. Putting workers as well as idle machinery and equipment back to work will result in a rise in productivity.

A New Economic Climate

Economic circumstances that affect productivity growth have changed dramatically in recent decades. Increased foreign competition, high interest rates, more rapid fluctuations in business conditions, and the export of U.S. technology are major problems with which America must cope if the economy is to realize its productive potential.

Foreign competition increasingly comes from countries that give subsidies and assistance to their industries to help them win the competitive battle in world markets. Leading industrial countries have adopted coordinated industrial policies that increase the viability and competitiveness of their industries.

High Interest Rates

Interest rates have been at historically high levels during the past five years. Government policy of encouraging high interest rates to fight inflation, increasing demands for credit and the huge federal budget deficit have pushed up interest rates and thus made it more costly to finance new plant and equipment. The prime interest rate charged to large corporate borrowers rose from 6.8 percent in 1977 to a high of 18.9 percent in 1981 and was still over 11 percent in November 1984.

The real rate of interest, which is the actual rate less the rate of inflation, is thought by many experts to be a better indicator of the burden of interest rates on borrowers. The real rate of interest to large corporate borrowers averaged 8 percent over the past four years compared to 1.1 percent in the 1970s. The high cost of capital has put American producers at a great disadvantage in competing with foreign producers.

A study by George Hatsopoulous, a Director of the Federal Reserve Bank of Boston, argues that the high cost of capital is America's biggest handicap in competing with other nations. That study shows the real cost of capital in the United States at three times the level faced by Japanese business. According to the Hatsopoulous study, in 1981 Japan had a cost advantage of about $2,300 on a product costing $10,000 due to the lower cost of capital in Japan, in addition to the advantage due to lower labor costs.

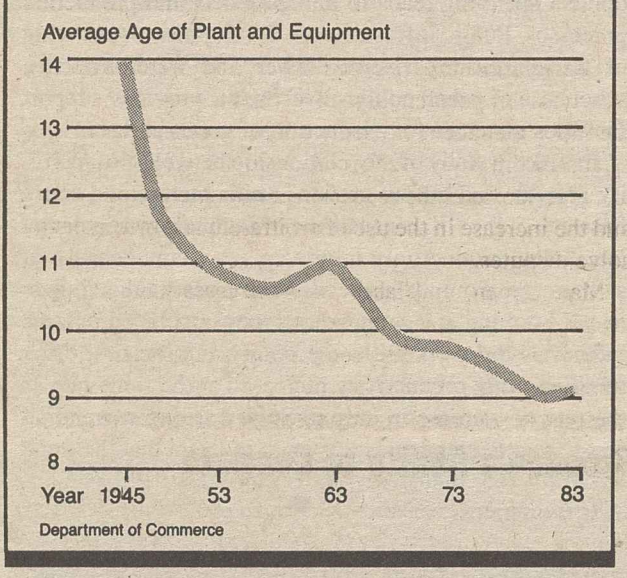
The high interest rates have also raised the value of the dollar relative to the currencies of other nations, making it more difficult to export and to compete with imports. The higher U.S. interest rates are a major factor in the deterioration of U.S. competitiveness.

High interest rates and other nonlabor costs including profits and depreciation have been rising much faster than labor costs in the 1980s. From the first quarter 1980 to the third quarter 1984, unit nonlabor costs in private business rose 37 percent compared to a 24 percent rise in unit labor costs.

The ups and downs of the business cycle have become more frequent in recent years producing increasingly serious recessions and disappointing recoveries. The recessions have reduced consumer demand and created greater uncertainty for new investment.

New technology developed in the United States (often at taxpayer expense) is sometimes made available to foreign competitors as quickly as in the United States, thus eliminating a U.S. competitive edge and export opportu-

Average Age of Plant and Equipment in Manufacturing Reduced Since World War II



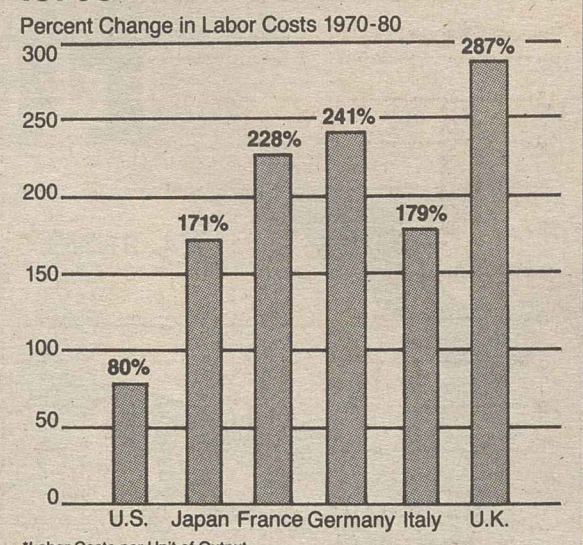
Department of Commerce

nities. An example of this transfer of technology is the robotics industry. The United States is at the fore of the development of robots, but several U.S. companies producing robotics have licensed foreign manufacturers to produce robots invented in this country. Many robots introduced into Japanese industry are made in Japan with the permission of the U.S. companies that invented them, and Japan may become a major source of robots for the United States.

Industrial Policy

These changes in economic circumstances have prompted the AFL-CIO to give support to the proposals for an industrial policy to deal with the factors adverse to

Labor Costs* Rose Faster Abroad than in the U.S. in the 1970s



*Labor Costs per Unit of Output
Source: Bureau of Labor Statistics

growth in production and productivity. Adoption of an industrial policy could signal a national commitment to the rebuilding of the industrial base as the foundation for long-term balanced growth and the fulfillment of the nation's commitment to a policy of full employment.

To that end, the AFL-CIO supports the proposal for a National Industrial Policy Board — including representatives of labor, business, academia, the public, and government — which would identify industries that are vital to national economic growth and employment and the industrial development priorities that should be assisted through targeted policies. The Board would oversee a National Industrial Development Bank, patterned after the Reconstruction Finance Corp. which operated from the late 1930s to about the mid-1950s. The bank would be authorized to make and guarantee loans to finance approved reindustrialization ventures.

Who Gets the Gains?

The success of the American economy is due in large part to a strong base of consumer purchasing power. Higher U.S. wages enabled America to lead the world in the adoption of mass production. Mass production is both a cause and result of high wages.

If wages and benefits fail to rise enough to share in productivity gains, then profits, dividends, executive sal-

The Effect of Unions on

Several recent studies show that unions make a substantial contribution to productivity in carrying out their role of improving workers' living standards, job security and working conditions.

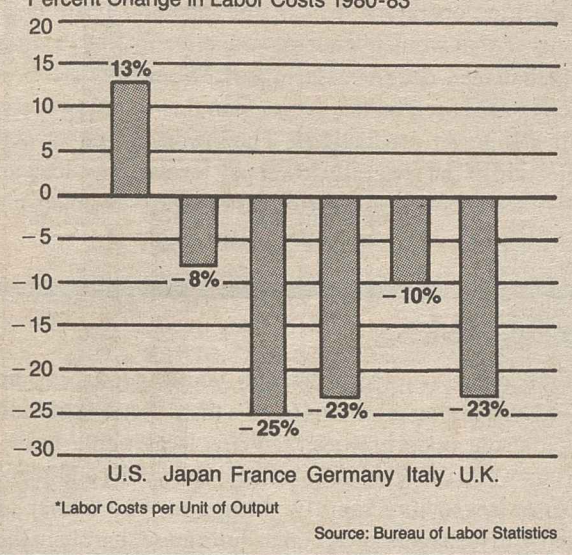
The most comprehensive comparison of union vs. nonunion productivity in the United States was done a few years ago by the economists James Medoff of Harvard and Charles Brown of the University of Maryland. That study compared union and nonunion plants in 20 manufacturing industries and found union workplaces 22 percent more productive than nonunion plants.

In another study, Kim Clark, an economist at the National Bureau of Economic Research, looked at union and nonunion plants in the cement industry. Clark found unionized plants 6 to 8 percent more productive than nonunion plants. In plants that had changed from nonunion to union, unionization led to a gain in productivity in the same 6 to 8 percent range.

Steven Allen, an economist at the University of North Carolina, compared the productivity of union and nonunion construction workers using nationwide census data and found union workers at least 29 percent more productive than nonunion construction workers. In a follow-up study of construction projects, Allen found that union workers constructed 38 percent more square footage per hour in office building construction and 20 percent more in school construction.

Researchers point out a number of reasons why union workers are more productive. The better pay and benefits provided under union contracts, greater job security, and the grievance procedure give workers more satisfaction with their jobs, making them less likely to quit. The lower turnover means that unionized workplaces have more experienced, better-trained workers who work more efficiently with less supervision. The seniority system helps raise productivity by increasing

But Labor Costs* Rose Faster in the U.S. in the 80s Because of the Overvalued Dollar



*Labor Costs per Unit of Output

Source: Bureau of Labor Statistics

aries, and the like rise disproportionately. Wealth becomes more concentrated in the hands of a relatively small elite, causing buying power to lag and creating an imbalance that leads to a drop in sales, a piling-up of merchandise, production cutbacks, layoffs — and ultimately another recession or depression.

There is nothing automatic to assure that the benefits of productivity are broadly and equitably distributed. Therefore, rising productivity presents the potential for trouble as well as the potential for progress.

In the 1920s, rising productivity was translated into booming business profits, but wages and buying power and living standards of the great mass of American people lagged far behind. Sales of goods and services did not increase as fast as they could be produced. Profits also spilled over into speculation in commodities, real estate, and corporate stocks. This led to a seriously lopsided, unbalanced economy which was a major cause of the 1929 crash and the Great Depression of the 1930s.

Labor Costs and Productivity

For the majority of consumers, wages are the source of the buying power necessary to sustain a healthy economy. But raising wages does not necessarily mean raising labor costs, because they are not the same thing. For example, a 5 percent pay raise for workers in a "widget" factory might be expected to raise the labor cost for widgets by 5 percent. But if widget output per worker-hour also goes up 5 percent, there is no change in labor cost per widget.

When more is produced for each hour of work, there is an increase in the total amount of goods and services in the economy. Who gets those additional goods and services depends on how the gains of productivity are divided. For example, if productivity increases by 5 percent, workers must get a 5 percent wage increase just to maintain their share of the income. Rental income, interest income, executive salaries, dividends and profits could all increase by 5 percent since the total output has gone up by 5 percent.

So it is a mistake to identify labor costs too closely with wage rates. Labor costs may go down even when wages rise because of productivity gains.

Increases in the cost of living that reduce worker buying power also erode the potential for producers to sell their goods, so wages have to increase as much as the increase in prices and productivity just to maintain workers' share of national buying power.

Productivity gains are a source of higher wages, shorter hours, more holidays and longer vacations, earlier retirement, and general improvement in living standards. But because higher productivity means producing more goods and services over the same number of hours worked, productivity increases can also have destructive effects on workers and their jobs. Thus, workers have a vital interest in how productivity is shared.

Key Role of Unions

Collective bargaining plays a crucial role in dealing with both the dangers and opportunities of increased productivity. The flexibility of collective bargaining helps workers and their unions settle with employers on reasonable and humane protections against the adverse effects of new production methods and to share in the gains of productivity.

But the union role of protecting workers from the adverse impact of productivity is only one dimension of the collective bargaining agreement, which also does much to stimulate productivity. The needed protections, for job security and in such areas as job safety, can themselves contribute substantially to productivity gains by reducing lost work time. And the stability brought to the workforce through acceptance of seniority, the grievance procedure or other standard features of a collective bargaining contract can contribute to worker morale and consequently to productivity.

The effect of unions is vividly shown in studies done over the last few years. Harvard economists Richard Freeman and James Medoff examine the evidence in a recent article, "Trade Unions and Productivity: Some New Evidence on ar Old Issue," published in the *Annals of the American Acaaemy,* May 1984. They conclude that "Econometric investigations have yielded new evidence concerning collective bargaining's impact on productivity. These findings indicate that in many sectors, in particular manufacturing and construction, unionized work places are on average more productive than nonunion ones."

The relationship between labor and management is clearly an important factor in productivity. In general, the labor management climate where unions are firmly established has gradually improved since World War II and is reflected in the reduction in days lost due to strikes and the increase in the use of arbitrators and mediators to solve disputes.

Management and labor in some cases have adopted programs for labor-management cooperation in order to secure a better working relationship and enhance the opportunity to improve efficiency.

America's Ability to Compete

The competitiveness of American industry is aided by the higher productivity of American workers and attempts to bring about a better working relationship between workers and their employers. Despite these factors, the nation faces a major crisis in international competitiveness.

America's crisis in international trade has intensified over the last three years. Trade in manufactured goods was in surplus as recently as 1981. In 1983, exports fell more than $11 billion and imports rose $15 billion. For manufactured goods, the deficit of $38 billion in 1983 was more than two and one-half times the deficit of 1982. Projections based on the first ten months of 1984 are for a staggering trade deficit of over $90 billion in manufactured goods for the full year.

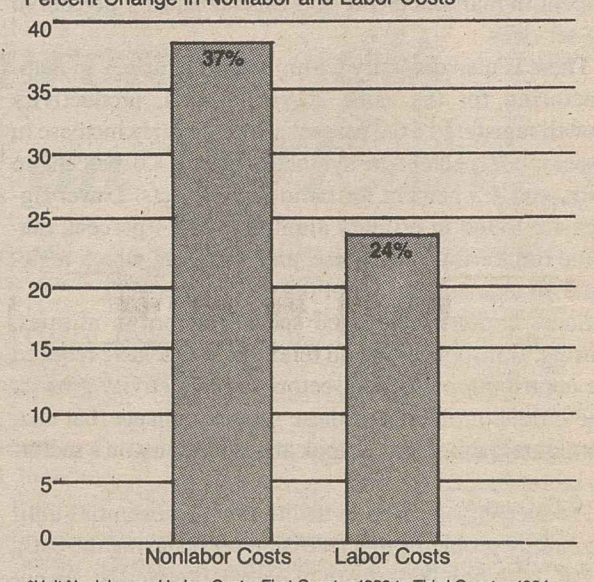
A sharp rise in the dollar after July 1980 caused severe damage to the nation's competitive ability. From July 1980 to September 1984, the value of the dollar rose 72 percent against the currencies of major trading partners. This means higher costs, including higher unit labor costs. The rise in the value of the dollar made U.S. exports more expensive in foreign countries and made imports cheaper. The rise in the value of the dollar means that a U.S. manufacturer roughly competitive in 1980 might be at a 72 percent cost disadvantage today.

The primary cause of the rise in value of the dollar is the high level of U.S. interest rates. Foreign investors, wanting to take advantage of higher U.S. interest rates, are trading their currencies for dollars and thereby bidding up the price of the dollar.

The sharp rise in the value of the dollar followed a decade in which unit labor costs in the United States rose at a much slower pace than those abroad. Even though productivity was rising more rapidly abroad, unit labor costs — that element that affects prices — were rising more slowly in this country because of slower increases in wages and the impact of exchange rates. Unit labor costs in the 1970s rose 171 percent in Japan and 241 percent in Germany compared to a much smaller rise of 80 percent in the United States. Despite this dramatic improvement in competitiveness of U.S. products, the trade deficit grew worse during that period because foreign governments were so successful in subsidizing their own exports.

It would be unreasonable to expect productivity increases to cope with unfair trade practices or to grow enough to make up for the sudden and tremendous rise in value of the dollar. It would also be unreasonable to expect workers to make wage concessions to make up the difference. It would take wage cuts of 15 percent per year each year for the last four years to make up the difference. A reduction in interest rates would bring about considerable relief for American manufacturing industries.

Nonlabor Costs Rose Faster than Labor Costs in the 1980s*



*Unit Nonlabor and Labor Costs, First Quarter 1980 to Third Quarter 1984

Source: Bureau of Labor Statistics

Productivity Measurement

The measurement of productivity for the U.S. economy is done by the Bureau of Labor Statistics (BLS) of the Dept. of Labor. BLS publishes productivity measures quarterly and yearly for the total economy, except government and non-profit enterprises. The most comprehensive measure is called Output per Hour in the Private Business Economy. BLS publishes separate productivity data for manufacturing, farms and non-financial corporations. Measures are published yearly for 122 selected industries, but no productivity data are published for individual corporations. Also available are BLS data showing the growth in manufacturing productivity in other industrialized countries.

The total measure of productivity does not include government because government workers primarily provide services, and the output of services is difficult to measure. The rapidly growing health care industry is an example of the problem of measuring the output of services. Doctors and health care employees have been aided by new medicines, equipment, and knowledge which help prevent illness and make treatments of patients more effective. The number of cured patients and the improvement in the health of the community rather than the number of patients treated would be a better measure of productivity of health care.

Productivity Since 1950

Productivity growth in the 1970s was slower overall than in the previous two decades although manufacturing productivity growth did hold up. The slower growth rate led to a good deal of discussion as to its causes.

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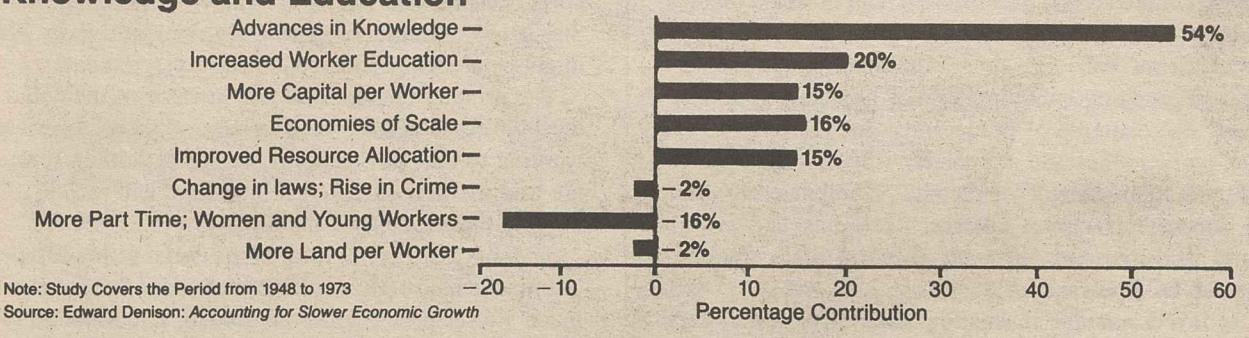
a Kim Clark found that unionized cement workers not
- nly had lower turnover and higher morale, but that su-
l. ervision became more professional and less authoritar-
0 an after a union was organized. Also, management
s crutinized costs more closely and introduced new prac-
ices likely to increase productivity.

For those who would like to explore this subject fur-
n her, here is a list of the studies mentioned above:

1. Charles Brown and James Medoff, "Trade Unions in the Production Process," Journal of Political Economy 86 (1978).
2. Kim B. Clark, "Unionization and Productivity: Microeconomic Evidence," National Bureau of Economic Research (NBER) Paper Series No. 333 (Washington, D.C): National Bureau of Economic Research, 1979).
3. Steven G. Allen, "Unionized Construction Workers are More Productive," (Washington, D.C.: Center to Protect Worker Rights, 1979).
4. Steven G. Allen, "Unionization and Productivity in Office and School Construction," National Bureau of Economic Research (NBER) Paper Series No. 1139 (Cambridge, Mass.: National Bureau of Economic Research, 1983).

The effect of unions on productivity as well as the
ole of unions in general is discussed in *What Do Unions Do?*, a recent book written by Richard B. Freeman and James Medoff, published by Basic Books.

The Largest Contributions to Productivity Growth are Advances in Knowledge and Education



Note: Study Covers the Period from 1948 to 1973
Source: Edward Denison: *Accounting for Slower Economic Growth*

Manufacturing productivity has showed surprising strength in the 1970s despite the unfavorable economic conditions. For all the 1970s, manufacturing productivity rose an average of 2.5 percent per year, compared to 2.0 percent in the 1950s and 2.8 percent in the 1960s.

For the early 1980s, productivity continued to grow very slowly because of the recession, but picked up substantially in 1983 as output increased. Productivity for the nonfarm business sector grew an average of only 1 percent from 1980-82, but registered 3.5 percent growth in 1983 accompanying a 5.0 percent rise in output. Nonfarm productivity showed no increase in the third quarter of 1984 as the growth in output fell sharply.

Nonmanufacturing productivity has continued to show weakness in the 1980s. While manufacturing productivity grew 4.3 percent in 1983, nonmanufacturing posted only a 1.6 percent gain. The diversity of productivity growth rates by economic sector and by industry suggests that researchers should look further than the overall numbers to see why productivity is growing at a healthy pace in some industries but is weak in others. Productivity growth from 1962 to 1982 ranged from an average of 4.7 percent a year in communications to 2.6 percent in manufacturing and finance and 1.1 percent in the services.

There is also diversity within manufacturing. In manufacturing for the same 20-year period, productivity growth registered a 6.2 percent average yearly increase in hosiery, 5.2 percent in synthetic fibers, 4.6 percent in milk, and 4.5 percent for radio and TV sets. Lower figures are found in primary aluminum at 1.1 percent, machine tools with no increase, and footwear, which registered an average decline of 0.2 percent per year.

Some experts have cited special factors in utilities, mining, transportation and retail trade that have reduced the contribution of these sectors to productivity growth. The unique problems of these sectors indicate that analysts should take a closer look at productivity on a sector-by-sector basis.

Productivity growth in utilities was substantial until the energy problems and recession set in during the early 1970s, reducing the growth of energy production. As energy prices rose and demand for energy slowed, many new plants were canceled and unused capacity increased.

Transportation productivity in the 1950s and 1960s was aided by such factors as the construction of the interstate highway system. As the highway system neared completion in the 1970s, its contribution to productivity gains in transportation was reduced.

According to a study by Lester Thurow, 80 percent of the slower productivity growth in mining is due to reduced productivity in oil exploration as the resource base has declined. The extended hours in retail trade are a factor in the slow growth of productivity in this sector. Longer business hours mean more labor time and added convenience to customers, but may have little or no effect on the amount of goods purchased, meaning lower productivity.

Shift to Services

The rapid growth of jobs in services and the decline in manufacturing's share of jobs is often cited by analysts as contributing to slower productivity growth in the private business economy. This negative effect results from the slower productivity growth and lower level of productivity in services. For example, in 1983 the value of production by manufacturing workers averaged $22.50 an hour compared to $13.50 an hour for workers in the service sector. New job holders and workers losing their jobs in manufacturing are taking lower-paying, lower-productivity jobs. The growth in these sectors and the decline in manufacturing mean that overall productivity growth has been slower than if manufacturing had maintained its share of employment. The lower level of productivity in services is in part due to undervaluation of service output rather than an actual measure of the contribution of this sector to total output. The measure of productivity levels in service industries depends in large part on wages, which generally are lower in the services.

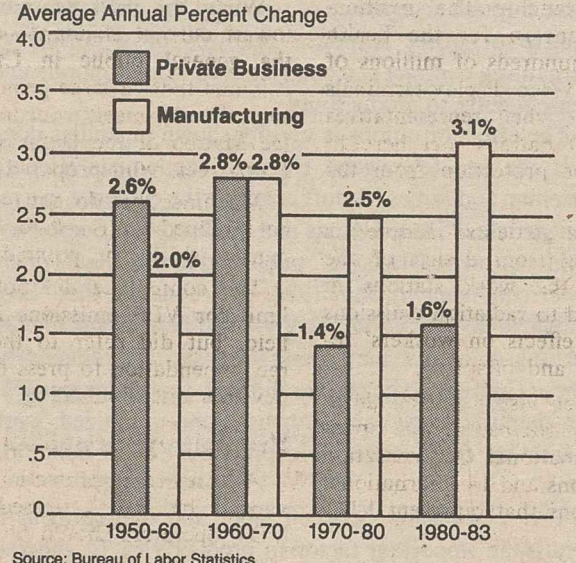
Problems Measuring Productivity

Problems in measuring productivity also cause the figures to show slower growth. Measurement is much more difficult during inflationary periods when adjustments must be made for price increases.

Construction productivity measurement is based on very poor price devices called "input" price indexes which are supposed to correct for inflation but which substantially understate the total value of construction and therefore do not give an appropriate output series for productivity measurement. Productivity data for services including finance, insurance and real estate, and retail trade are based on gross dollar receipts which do not fully count physical output increases when output goes up faster than prices.

In analyzing productivity, most studies have looked at the effect of such factors as regulation, capital investment, the increased number of women and teenagers in the workforce, and the work ethic.

Productivity Growth in Private Business Has Slowed While Manufacturing Productivity Has Held Up



Source: Bureau of Labor Statistics

Coping with Regulations

Regulations in the 1970s required business to provide safer workplaces, to be more responsive to customer complaints, to reduce pollution of the air and water, and dispose of wastes in a safe manner. These regulations have been credited with major improvements in air and water quality, public safety, and addressing consumer demands for good quality products.

Fortunately, much evidence indicates that these improvements came with a minimal reduction in business efficiency and productivity, and expenditures to comply with pollution control regulations were basically made in addition to other investments. BLS estimated that investment spending on pollution control equipment reduced productivity growth by only one-tenth of 1 percent per year.

When environmental legislation was first passed in the early 1970s, the law required business to bring existing plants up to standards as well as to equip new plants with pollution control equipment. By the late 1970s, as existing plants caught up to standards, the burden of spending on pollution control was substantially less and continue to be substantially lower in the 1980s.

The makeup of the American workforce has changed since World War II to the point that women now hold about 44 percent of all U.S. jobs, compared with only 29 percent in 1950. Women most commonly hold clerical jobs, and 88 percent hold white-collar or service jobs. Twelve percent hold blue-collar jobs in various crafts and as machine operators, drivers and laborers. There is no evidence that women are less productive in the jobs they hold than men. Studies asserting that women are less productive are based on the assumption that their lower pay indicates lower productivity. The lower pay, rather, is a reflection of the generally lower pay levels of service jobs and of the widespread discrimination against women, not an indication of lower productivity.

Young Workers

Productivity of teenagers and young adults can be raised by training programs to give them better skills and employment opportunities, and this is particularly important when the number of teenage and young adult jobseekers is growing rapidly. Although the number of American teenagers and young adults grew sharply in the 1970s, the growth in the proportion of teenagers in the labor force in the 1970s was a little less than in the 1960s.

The number of teenagers in the labor force began to decline in 1979. In 1983 there were 8.1 million teenagers in the labor force compared to 9.7 million in 1978. The number of young adults aged 20-24 began to drop in 1982 and 1983. The impact of teenagers on the labor force will be substantially less in the 1980s.

American workers have a strong "work ethic." They want to be productive and to produce good quality products. Much of their identity and self-respect comes from the jobs they do. The data on industry productivity do not indicate any lessening of the work ethic. In some industries productivity rose more than 4 percent per year in the 1970s. These include air transportation, major household appliances, soft drinks, milk, corn milling, hosiery, and synthetic fibers. For manufacturing as a whole, the average yearly increase was 2.5 percent. The workers in high-productivity industries are no different than those in low-productivity industries.

The Role of Savings

Savings and capital availability have been ample to provide investment funds, although the opportunities for investment along with growing consumer borrowing, speculative lending, and foreign lending put heavy demands on credit markets. The fierce competition for credit between those who would use the credit for job-creating investment and those borrowing for other purposes has led the AFL-CIO to recommend credit policies that favor job-creating investment.

Many experts have expressed the concern that savings rates in the United States are not high enough, pointing to higher saving rates in competing countries. The justification for the Reagan Administration's 1981 tax cut that gave much more to the wealthy than to low- and moderate-income taxpayers rested largely on the argument that tax cuts to the wealthy would increase saving and increase the pool of funds available for investment.

More than half of the 1981 tax cut went to business and the wealthiest 10 percent of the population. For example, a family earning $200,000 per year received a tax cut of $9,658, while a family earning $20,000 received a tax cut of only $544.

The tax cuts failed to increase saving. The personal savings rate in the first nine months of 1984 averaged 6 percent of personal income compared to 6.1 percent in the same period of 1980, the year before the tax cut took place. Gross saving, including business and government saving, declined to 14.9 percent of GNP in the first nine months of 1984 compared to 15.5 percent in the same period of 1980. The decline in the gross savings rate was due to the large increase in the federal government budget deficit.

Whatever the cause of lower U.S. savings rates, tax cuts to the wealthy are not a solution, and a reversal of those tax cuts would be in the interest of equity and provide more consumer purchasing power to low- and moderate-income families.

A better understanding of productivity growth can help in the formulation of policies to improve the nation's productivity. A major step forward in adapting to the new economic circumstances would be the adoption of a coordinated industrial policy. Consideration must be given to the dependence of productivity growth on a growing, healthy economy which has full employment and full utilization of capacity. Balanced economic growth, with expanding sales and full employment, must accompany rising productivity. Economic policy must also recognize the importance of a broader distribution of the potential benefits from rising productivity.

Short-term limits urged on toxic gas

The State, County & Municipal Employees, which represents some 200,000 hospital and health care workers, has urged the Occupational Safety & Health Administration to establish a short-term exposure limit (STEL) for the cancer-causing gas, ethylene oxide, which is used to sterilize equipment in hospitals.

OSHA is under court order to determine by Dec. 17 whether it will set a STEL for ethylene oxide. Various labor and public health groups have been trying for more than three years to get the federal safety and health agency to issue a strong, comprehensive regulation.

In June, OSHA limited the permissible exposures to one part EtO per million parts of air, averaged over an eight-hour day, but delayed setting a STEL.

A short-term limit of 10 ppm was withdrawn at the last minute, however, reportedly due to pressure from the White House's Office of Management & Budget. OSHA cited OMB's arguments that a STEL would not be "cost-effective."

AFSCME President Gerald W. McEntee, in a letter to OSHA Administrator Robert W. Rowland, said, "We feel strongly that a short-term exposure limit for EtO is needed in order to provide health care workers with a safe working environment." AFSCME urged a STEL of 3 ppm.

Clear mandate

McEntee stressed that OSHA "has a clear legislative mandate" to issue standards based on the latest scientific data that "ensure that no employee will suffer impairment of health. We feel that it is unacceptable for OSHA to allow a chemical to be considered innocent until proven guilty by the illness and death of workers at some later date."

The union stressed that the setting of a permissible limit of 1 ppm, a 50-fold reduction from the previous limit, is not enough to protect workers. Hospital and health care workers generally receive short-term exposures.

An AFSCME survey of 19 health care facilities showed that in 10 of them workers detected the odor of EtO at least occasionally, meaning they were being exposed to extremely high doses of the toxic gas.

UAW welcomes Mazda plan for plant in Michigan

Detroit—Auto Workers President Owen Bieber welcomed the Mazda Motor Corp. announcement of plans to build an assembly plant near Flat Rock, Mich., which would employ some 3,500 workers and produce about 240,000 cars per year.

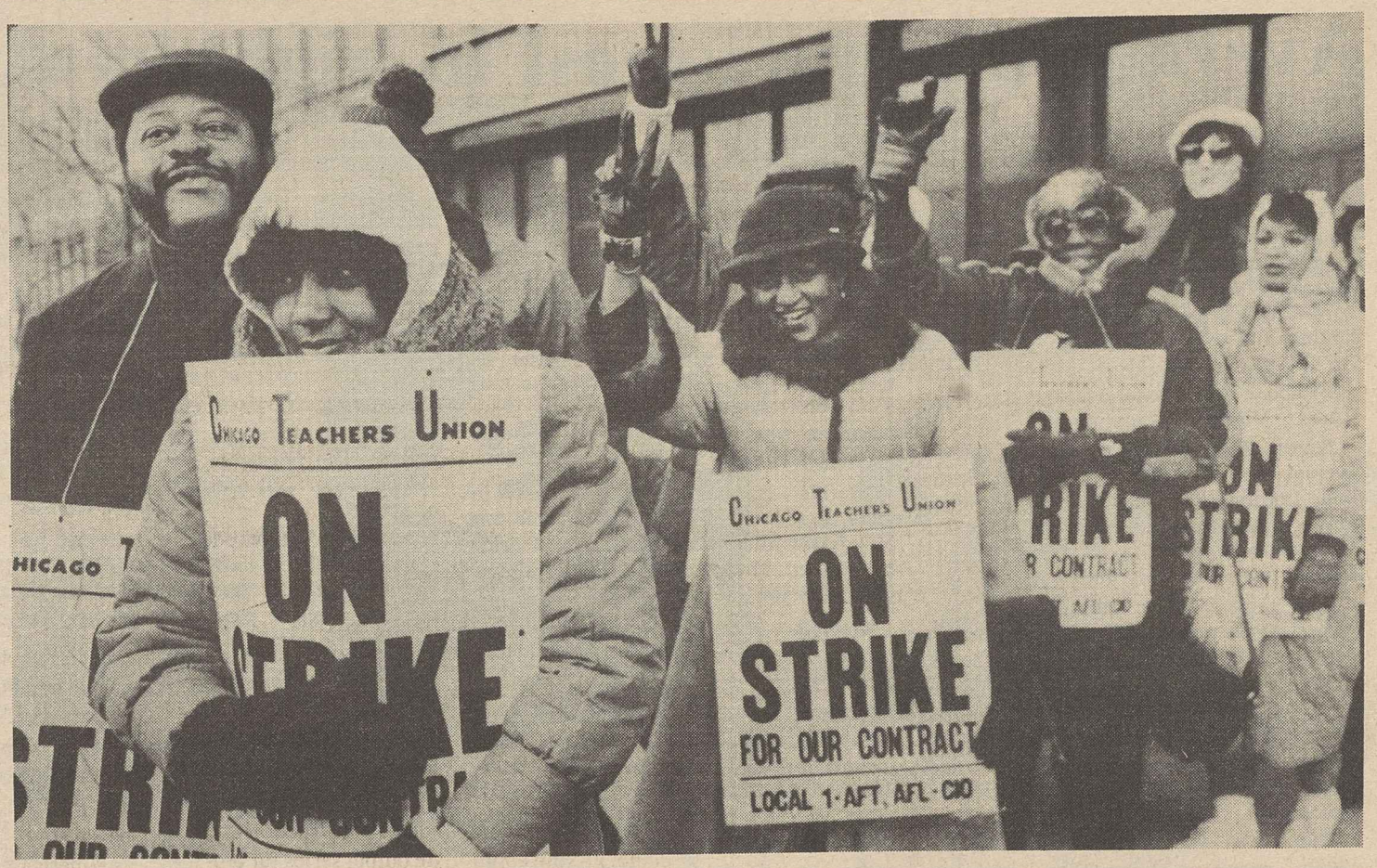
Bieber said the union has "a basic understanding with Mazda about the UAW's participation in the Flat Rock project. We congratulate them on their decision to work cooperatively with the UAW on the human resource issue."

Construction of the plant will begin next spring with the production of vehicles scheduled for the fall of 1987. The plant site is adjacent to a Ford Motor Co. casting facility which has been closed since December 1981.

At a news conference, Bieber stressed that "Mazda's philosophy of putting employees at the center in terms of their importance to the enterprise is very much on the same plane as the UAW philosophy."

Bieber added that Mazda's willingness to acknowledge that it should participate actively in the economic growth of its U.S. market by producing cars locally is the essence of what the UAW has been saying to all of the Japan-based auto companies.

"We have an opportunity to create and maintain a new relationship between labor and management that stresses cooperation and recognition of human rights and values," he said.



Chicago teachers picket

Chicago Teachers Union President Jacqueline Vaughn offers encouragement to teachers on strike against the nation's third-largest school system. About 20,000 CTU members struck Dec. 3, rejecting school board proposals for pay cuts and health benefit takeaways. More than 12,000 members of other school unions are backing the teachers, and the walkouts sent home some 430,000 students. CTU members had voted in August to extend their contract to December in hopes of reaching a settlement. Current negotiations have produced some progress, including restoration of health care payments slashed by the school board.

20-nation union conference sets job-health guidelines on VDT use

Geneva, Switzerland — The multinational scope of concern for the health and safety of the hundreds of millions of workers now using video display terminals was vividly evident when representatives of unions from 20 nations met here to draw guidelines for protection from the machines' hazards.

The scope of the guidelines adopted is also broad, ranging from design of the machines and of the work stations in which they are used to radiation emissions and their possible effects on workers' reproductive systems and offspring.

The conference on visual display units, which drew 200 participants, was sponsored by the International Confederation of Free Trade Unions and 14 international secretariats of unions that represent VDT operators.

The machines — typewriter-like keyboards linked to television-like screens — have come to be used for a multitude of word- and data-processing tasks over the last dozen years. They are often called video display terminals (VDTs), cathode ray tubes (CRTs) and, principally in Europe, visual display units (VDUs).

Representatives of three international unions headquartered in Washington played significant roles in the conference as part of their secretariats' delegations: David J. Eisen of The Newspaper Guild (International Federation of Journalists), David E. LeGrande of the Communications Workers (Postal, Telegraph & Telephone International), and Diana Roos of the Service Employees (Public Services International).

Assurances sought

The conference called for measures to assure that the machines emit only low levels of very low frequency (VLF) radiation, which has come under suspicion of being a reproductive hazard.

Until results of current studies are known, the conference said VDT operators must be given an opportunity to transfer to other work upon becoming pregnant or planning to be.

In what some participants termed its most striking recommendation, the conference voted without dissent to recommend a limit of 5 volts per meter as a terminal-surface emission limit in the VLF electric field.

While the limit represents the world's lowest current standard—now in use for the general public in Czechoslovakia—it is one that "a large proportion of VDTs can already meet," according to Robert De Matteo of the Ontario Public Service Employees, who proposed it.

Machines that do not meet it can easily be modified with installation of an inexpensive shield, he pointed out.

The conference did not recommend a limit for VLF emissions in the magnetic field, but did refer to the secretariats a recommendation to press for research and development of shielding.

Pregnancy provisions

A pregnancy-protection package advanced by Roos stressed that pregnant VDT operators should be able to request transfer to other work without loss of pay, seniority or other benefits.

It emphasized the importance of shielding against VLF radiation until the question is resolved and also warned against employers using the possibility of reproductive hazards to exclude women from VDT work.

It also pointed out that if research confirms that reproductive problems are attributable to VDT emissions, all operators, not only women, could be at risk.

The conference also adopted several proposals made jointly by LeGrande and Eisen covering rest breaks, work station lighting, eye examinations, facial rashes, air containments and development of other kinds of display tubes that do not pose the possibility of emissions hazards.

VDT operators' rest breaks, the conference said, should be on a scheduled basis—15 minutes every hour for intensive work, every two hours for less intensive work on the machines—rather than at each operator's discretion.

The guidelines adopted by the conference also include:

- Eye examinations every year.
- Work station light levels of 300 to 500 lux (32 to 53 foot-candles), which is adequate for hard-copy purposes and makes it unnecessary to use supplemental lighting with its often attendant problems of glare and visual contrast.
- A warning against painful ultrasound emissions from the machines, which can be remedied by properly placed padding.
- A warning that the buildup of static electric charges on VDT screens when combined with air contaminants may be the cause of face and hand rashes reported by some operators.
- Still another warning, that other air contaminants — such as asbestos, carbon monoxide, poly-chlorinated biphenyls and photocopier solvents—should not be overlooked in analying VDT operators' complaints.

The guidelines also strongly oppose all automatic performance and behavior monitoring of VDT operators.

"No VDU-based system should be used to collect or store individually identifiable data on arrival and departure times, work breaks, keyboard speeds, corrections made or other performance or behavior-related data," the participants stressed.

Citing the importance of combatting stress, the conference pointed out that VDT work "which is not designed according to ergonomic principles or which involves excessive workload . . . can give rise to high levels of stress and fatigue."

The guidelines also scored "electronic homework" as a dangerous practice that can result in "total disregard of health and safety regulations."

Operator injuries

The guidelines' restbreak and ergonomic provisions are important in meeting the increasingly common problem of repetitive-strain injuries to wrists, hands and arms of high-speed VDT operators, the conference said.

Well-designed VDT stations should have desks with separately adjustable screen and keyboard surfaces, adjustable chairs and, where needed, footrests, the conference said.

In an opening address, David Cockroft of the Commercial, Clerical, Professional and Technical Employees Federation — called the conference an effort to "set down in one place the collective wisdom of the international trade union movement" on VDT health and safety.

He urged that its guidelines become "a standard reference guide for trade union negotiators throughout the world."

Average income lowest in 'right-to-work' states

Workers earn less in states where the union shop is prohibited under so-called "right-to-work" laws.

A new Commerce Dept. report shows that per capita income in the 20 R-T-W states averaged only $10,708 in 1983. This compares to an average of $12,186 in the 30 other states and the District of Columbia, and to a U.S. average of $11,685.

Only five of the open shop states ranked at or above the national average—Nevada, Kansas, Virginia, Wyoming and Texas.

Seven of the 10 states with the lowest averages are R-T-W states—North Carolina, Tennessee, Alabama, South Carolina, Utah, Arkansas and Mississippi. The last three states were below $9,000, with Mississippi averaging only $8,098.

The same pattern appears in average wages of manufacturing workers and in expenditures per pupil in public schools.

While weekly wages in the 20 open shop states averaged $322.99 and hourly earnings averaged $8.10, the figures in union rights states averaged $367.44 and $9.24. The national average was $354.48 and $8.84.

Here is a state-by-state analysis of per capita income in compulsory, open-shop states for selected years:

Alabama—When its "right-to-work" law was enacted in 1953, it was $658 below the national average in per capita. Last year, it was $2,443 below—a drop of $1,785.

Arizona—A R-T-W state since 1947. Figures for that year are not available, but in 1948 it was $109 below the national average. By 1983, it was $1,029 below—a loss of $920.

Arkansas—In 1948, a year after its R-T-W law was adopted, the state was $541 below the national average. By 1983, Arkansas was $2,718 below the national average, a loss of $2,177.

Florida—Enacted a R-T-W law in 1944. Last year, its per capita income was $92 below the national average. Florida has gained $140 from its 1948 standing of $232 below the national average.

Georgia—In 1948, the state was $442 behind the national average and in 1983, $1,306 below—a loss of $864.

Iowa—In 1948, the state was $213 above the national average. Its per capita income then fell below the national average and has been below in most years since. In 1983, it was $980 below—a loss of $1,193.

Kansas—Passed its open-shop law in 1958. At that time, it was $6 below the national average, and remained below until 1972. By last year, Kansas increased its per capita to $12,247, which is $562 above the national average.

Louisiana—The state was $1,012 below the national average in 1976 when it passed its R-T-W law. In 1983, it was $1,415 below, for a loss of $403.

Mississippi—Passed its law in 1954 and was $866 below the national average at that time. In 1983, it was $3,358 below—a loss of $2,721.

Nebraska—In 1948, the state was $128 above the national average. Its per capita income then fell below the national average and in 1983 it was $473 below—a loss of $601.

Nevada—The only R-T-W state that has consistently been above the national average, Nevada's average was $531 above the national when it passed its law in 1951. In 1983, it was $766 above—a gain of $235. The state's strongly organized entertainment industry helps boost the state average.

North Carolina—Passed a R-T-W law in 1947, and was $427 below the national average in 1948. In 1983, it was $1,898 below—a loss of $1,471.

North Dakota—In 1948, it was $61 above the national average. Last year, per capita income rose to $11,666, but was $19 below the national average—a loss of $80.

South Carolina—In 1954, when it passed a R-T-W law, per capita income was $637 below the national average. In 1983, it was $2,498 below, a loss of $1,861 in relation to the national average.

South Dakota—Was $100 above the national average in 1948 and in 1983 was $1,838 below—a loss of $1,938.

Tennessee—In 1948, its average was $465 below the national average and last year it was $2,136 below—a loss of $1,671.

Texas—It was $224 below the national average in 1948, the year after it passed its law, and was the same as the national average last year. This represented a gain of $224.

Utah—Passed a R-T-W law in 1955, and at that time was $245 below the national average per capita income. Last year, it was $2,692 below—a loss of $2,447.

Virginia—In 1948, it was $293 below the national average. Last year, it was $431 above, a gain of $724.

Wyoming—Passed a R-T-W law in 1963, when its per capita income average was $9 above the national. The next year, it went below the national average and stayed below until 1973, when Wyoming again went above the national rate. It was $226 above last year.

Coors goes flat

Golden, Colo.—Coors beer is not even a best-seller in its own backyard any more.

Colorado sales figures released by the brewing industry show Adolph Coors Co., based here, ranked third in its own state behind Anheuser-Busch, Inc. and Miller Brewing Co.

In 1977, the year the AFL-CIO boycott of Coors began, the company had a full 47 percent of the beer market in the state. Figures for the first six months of 1984 show Coors with only a 21.7 percent share of that market.

Coors sales have slipped badly despite a massive advertising and promotional campaign last year in which the company spent nearly $119 million, or more than 10 percent of its gross revenues, on promotion. In the years before the boycott, the company rarely advertised and refused to even market its products anywhere but in a select few Rocky Mountain and western states. After the boycott began, Coors started pushing its brew nearly nationwide.

The AFL-CIO tapped its boycott after Coors busted a directly-affiliated local union in the plant whose members had struck over human dignity issues.

Yale strikers return to work after rejecting contract offer

New Haven, Conn.—Some 1,600 strikers at Yale University—members of Hotel Employees & Restaurant Employees Local 34—returned to work Dec. 4 on a temporary basis, after soundly rejecting the university's latest contract proposal.

At a Nov. 29 meeting, the Local 34 unit of clerical and technical workers voted 959 to 79 to reject the administration offer, which union spokesman William Meyerson said would add only about $30 per person annually to the previous proposal.

The strikers then voted 800 to 250 to return to work at least through the holidays to thwart any economic pressure from the university for a settlement during that period. They held open the possibility of renewing the strike in January.

Key issue

The key issue for the unit, which is more than 80 percent female, is pay equity —equal pay for jobs of comparable worth. The bargainers still remain far apart on economics as the union is seeking to close the wage gap over the period of the contract. Local 34 went on strike on Sept. 26 after bargaining for 11 months to settle the economic portions of an initial contract. The unit of secretaries, research assistants, telephone operators and computer programmers has an average wage of $13,424 annually.

The strikers have received widespread support for their efforts. Students and faculty at Yale have joined in rallies, honored picket lines by holding classes off campus and pressured the university for a settlement. One group of students filed a multi-million dollar lawsuit seeking to impose a $2 million weekly fine on the university for each week it delays in reaching a settlement. That money would be returned to the university's 10,000 students.

Fraternal support for the strikers has come from HERE Local 35, the university's 900-member service and maintenance unit, which has honored the picket lines. The university has challenged Local 35's right to honor the picket lines, and the matter is now being arbitrated.

Key to the strikers' decision to return to work temporarily is the chance to urge their supervisors and those workers who didn't strike to press the university for an adequate contract settlement.

As a part of that pressure, Local 34 is holding a rally in front of the university administration building on Dec. 8 and supporters will be coming from as far away as Philadelphia, Myerson said.

No additional bargaining sessions have been set. The negotiators last met on Nov. 28 and the administration increased its offer by a total of $250,000, roughly $30 annually for each member of the unit.

An ad hoc faculty group of 10 Yale professors studied the bargaining proposals of each side and reported the two packages remain some $6-$7 million apart, Myerson said. He noted, however, that Yale has saved more than $3 million during the strike by not paying wages and benefits to the 1,600 strikers.

'84 election effort reviewed by Southern Labor School

Nashville, Tenn. — Labor's role in the campaign process was the focus of the 1984 AFL-CIO Southern Labor School held here.

The 65 participants in the week-long school, organized by a conference of state federation officers with the cooperation of the AFL-CIO Dept. of Education, reviewed organized labor's election efforts, assessing what worked, what didn't and why, with an eye toward the 1986 elections.

Arkansas AFL-CIO President Bill Becker serves as president of the school and James Neeley, president of the Tennessee AFL-CIO, is the secretary-treasurer.

A panel discussion focused on the election efforts in Mississippi, Tennessee, Texas and North Carolina. While Democratic Presidential candidate Walter Mondale centered his campaign on the economy and deficits, the labor school participants reported that it was the issues of race, women and the right-wing on which voters in the South based their decisions. There was unanimous agreement that southern black voters came through for Mondale.

Barbara Van Blake, director of Human Rights & Community Relations for the Teachers, told the audience of staff representatives and officers of state and local central bodies that the Reagan "gender gap" proved to be less of a factor in the elections than anticipated.

AFL-CIO Civil Rights Director William E. Pollard outlined the future choices of both blacks and Democrats, discussing whether or not the various coalitions making up the Democratic Party are sufficiently broad-based.

One on one

AFL-CIO Region V COPE Director Clem Dowler said the AFL-CIO "one-on-one" program was very successful in South Carolina and moderately successful in other states where there were problems in getting voter and membership lists.

AFL-CIO COPE Director John Perkins lauded labor's effort in getting out the vote and noted that unemployment, jobs and social security issues were most important to union members who voted for Mondale.

Among other speakers, labor attorney James Youngdahl of Little Rock, Ark., discussed recent National Labor Relations Board decisions overturning previous NLRB policies, gave a synopsis of bankruptcy legislation and spoke on civil rights enforcement under the Reagan Administration.

Mike Arnold, director of the AFL-CIO Human Resources Development Institute, explained the services available from the institute and described HRDI projects currently under way in the South.

Frank Emig, assistant director of the AFL-CIO Dept. of Organization & Field Services, gave a progress report on efforts being made to obtain full affiliation of all local unions with the state and local central bodies.

Looking ahead

Sen. James Sasser (D-Tenn.) told the participants that despite the election results, "the labor movement must look ahead to ways in which it can advance the goals and ideals of working men and women." He suggested that labor strive for more cooperation with management while seeking to gain a greater voice in the corporate decision-making process.

U.S. trade deficit tops $100 billion, new policy urged

Continued from Page 1

the first 10 months of 1985 stands at $105.5 billion. The deficit for all of 1983 was $69.4 billion, then a record.

Commerce Sec. Malcolm Baldrige, blaming the spreading red ink on the over valuation of the dollar with respect to other currencies, said the deficit for all of 1984 appears headed for a $130-billion total. Higher figures are forecast for 1985.

October imports totaled $27.6 billion, down by $3.3 billion or 10.6 percent from September. Exports totaled $18.4 billion, up by $200 million or 1.2 percent.

Oswald pointed out that the continuing deficit has caused the loss of millions of U.S. jobs, particularly in the manufacturing sector. Only four years ago, he noted, the United States enjoyed a surplus in manufacturing trade.

Non-petroleum imports dropped to $22.2 billion in October, 13 percent below their $25.5-billion monthly pace in the third quarter. The value of petroleum imports rose moderately on higher volume and a slight increase in price to $28.84 a barrel from $28.70 in September.

A strong dollar discourages U.S. exports and encourages imports. Most economists attribute the problem in large part to the huge federal budget deficit, which keeps interest rates high attracting an inflow of capital from abroad which drives up the dollar.

EDITORIALS

The South African Struggle

TWO YEARS AGO, the AFL-CIO honored posthumously Dr. Neil Aggett, who died under suspicious circumstances in the South African jail where he had been held without charge for 70 days.

Aggett, who was white, was a regional officer of a union of black cannery workers—and that was his crime. He was a co-recipient, with a black South African leader, of the 1982 George Meany Human Rights Award.

Now being held in South African jails are 21 black trade union leaders who also are considered by their government a danger to a society built on the evil system of segregation and perpetual discrimination known as apartheid.

These 21 union leaders must be freed. Their release must be the start of a genuine reshaping of South Africa's institutions to reflect that nation's multi-racial population.

One crucial test is freedom for trade unions representing black workers, white workers, and wherever possible and everywhere as soon as possible, black and white workers alike.

The South African government is quite right in one respect. Free trade unions are a threat to societies that are based on injustice.

THESE PAST weeks, members and leaders of AFL-CIO unions have joined with other groups concerned with human rights in picketing the South African embassy in Washington. Union members in other cities have organized parallel demonstrations at South African consulates.

Labor's concern is not new found. The protests we register echo the outrage the AFL-CIO Executive Council expressed in 1958 at the arrest and indictment of union leaders and other foes of apartheid. The federation contributed to their defense fund then, and set up its own fund to support the cause of South African trade unionism at the 1981 convention.

Before AFL-CIO Sec.-Treas. Thomas R. Donahue joined the other prominent Americans who for a night shared the indignity of arrests with their South African brothers, he spoke of the further measures that must be taken—including effective economic pressure from the United States government.

As for labor's special concern, "if our sisters and brothers are enslaved anywhere, if trade union rights are denied anywhere, freedom is threatened everywhere," Donahue said.

Speaker O'Neill

WHEN THE 99th Congress convenes in January, Thomas P. O'Neill, Jr., of Massachusetts will again be elected Speaker of the House of Representatives. And that's good news for Congress and the country, despite a few grumbles from some "new look" Democrats.

Tip O'Neill is the consensus choice of a Democratic caucus whose members cover a broad political spectrum and represent sometimes conflicting regional interests.

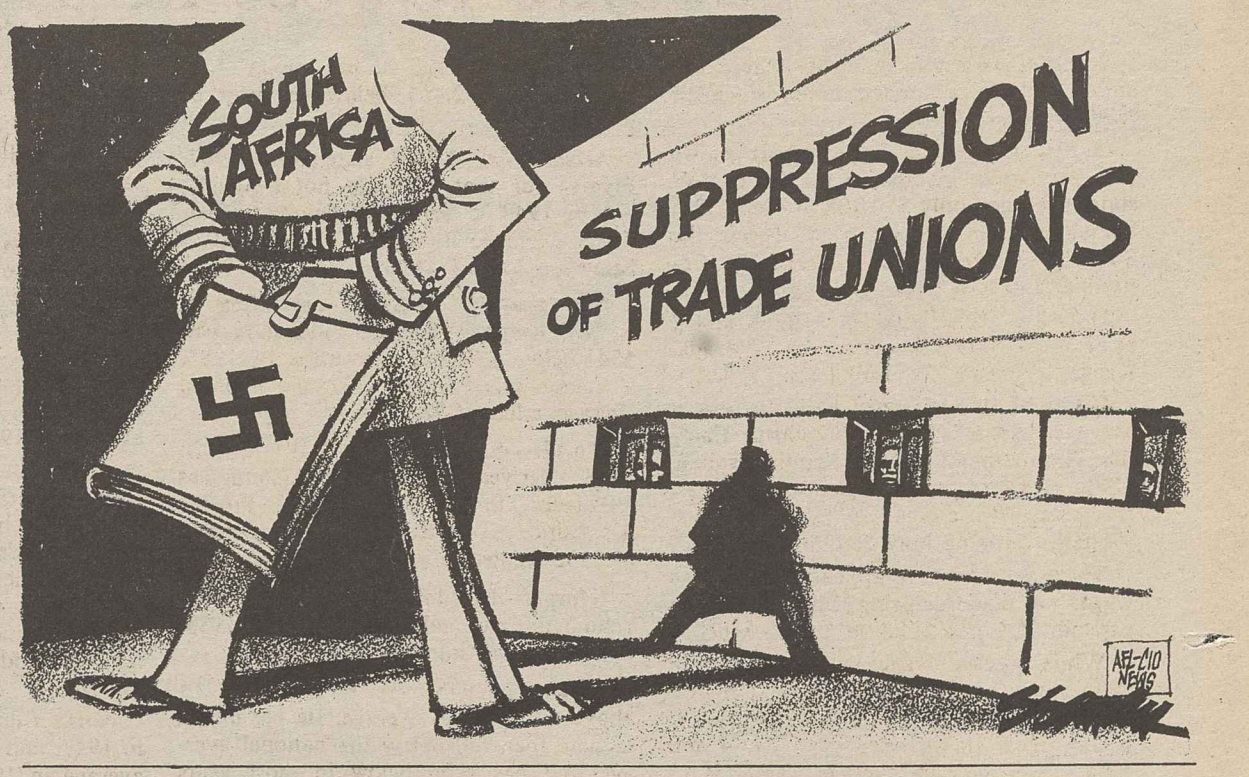
Someone has to pull this paper majority of Democrats into an effective voting majority on issue after issue, and you'd have to look awfully hard to find anyone who could do it better. This is an era, remember, when party leaders have little power to reward supporters or punish those who stray from the fold. It calls for the skills of a politician, not a ringmaster.

O'Neill came to Congress more than 30 years ago, filling the House seat that John F. Kennedy held briefly before moving on to the Senate. The most valid complaint that any House Democrat has made against O'Neill is that, in an age of television, he just doesn't look like a youthful Kennedy. No way.

On matters of principle, O'Neill has been a rock who has stood up to Democratic and Republican presidents alike. But on strategy, he is a pragmatic politician who can count votes.

He looks like a savvy "pol" and that's what he is. Thanks be for that.

By the Book



Washington Window

Jobs data hide full scope of unemployment crisis

By Press Associates, Inc.

On the first Friday of each month, at 8:30 a.m. the Labor Dept.'s Bureau of Labor Statistics releases the national employment and unemployment data for the previous month.

The one figure that is headlined by the nation's newspapers and highlighted on the evening television news is the jobless rate. It's the magic number, so to speak, that buries the rest of the department's unemployment statistics in news reports and the popular mind.

But how much does the magic number reveal about the extent of unemployment in the nation and its communities? That question was raised at a recent Capitol Hill press conference by a coalition of religious, labor and civil rights leaders that released its own "First Friday" report.

Actual unemployment and underemployment, said the report, stands at over 13 percent of the labor force, far above the Labor Dept.'s 7.4 percent rate for October. The higher figure, which represents more than 15 million men and women, takes into account not only the "officially" unployed, but also the 5.5 million people working part-time because they couldn't find full-time jobs and the 1.2 million "discouraged" workers who have despaired of finding any job.

Not fully recovered

Despite the past two years of "recovery," the report noted, there are almost a half-million more officially jobless now than in 1980; 1.2 million more discouraged workers and another 1.2 million involuntary part-time workers.

Moreover, many communities have higher jobless rates than four years ago, said the report, titled "Communities in Crisis: Real Unemployment in America" and prepared by the Full Employment Action Council. The report revealed that 17 of the 20 metropolitan areas hit hardest by unemployment are substantially worse off today. These include cities in Texas, Ohio, Pennsylvania, West Virginia, Illinois, New Jersey, California, Alabama, Florida and Louisiana.

Also, the average period of unemployment grew from 13.2 weeks in October 1980 to 16.5 weeks in October 1984. Yet, only 30 percent of the jobless are drawing unemployment compensation benefits, less than half the percentage in the 1974-1975 recession.

Tops all but one

Even the official 7.4 percent jobless rate is higher than in *every* year between 1947 and 1981 except for the recession year of 1976, the report noted in questioning how this came to be called "recovery."

The real unemployment situation in the United States was described as "a profound economic and moral crisis" by the Catholic, Jewish and Protestant leaders at the news conference.

"The division between extremes is growing wider. This is morally unacceptable," said Bishop John A. Ricard of the Catholic Archdiocese of Baltimore.

Rabbi David Saperstein of the Union of American Hebrew Congregations' Religious Action Center called the unemployment rate "a crime, an assault and battery on the bodies, the dignity and lives of all those who continue to be deprived of the opportunity to provide for themselves and their families."

Bishop John A. Burt, chairman of the Urban Bishops of the Episcopal Church, said even the official jobless rate, although an improvement over the double-digit recession level, is "a scandal" compared to what "we believed to be tolerable levels of unemployment just a few years back."

The coalition urged the new 99th Congress to enact emergency jobs legislation, including the Community Renewal Employment Act, the Youth Incentive Employment Act, the American Conservation Corps, plant-closing legislation, and the Industrial Competitiveness Act.

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MEMO FROM COPE

Republicans on the Attack... Against One Another

To the Victor Belongs the Spoiling

With far more ferocity than Democrats, who are merely squabbling over the slim pickings left by presidential defeat, Republicans are at war with one another over the banquet table of triumph.

To the victor, it seems, belongs not so much the spoils as the spoiling.

Since the re-election of President Reagan, insults have flown like missiles around Washington. Most of them are all in the family, the GOP family, as party factions jockey for position with differing perspectives and ambitions on how and for what to milk their landslide presidential win.

Most vociferous and aggressive, of course, is the chorus of right wingers who've brought so much noise but so little dignity to the scene.

Prime example: Rep. Newt Gingrich (Ga.). He, along with members of the House coven he calls the Conservative Opportunity Society, spent recent years sticking pins in effigies of Tip O'Neill and other Democrats, alleging they want to give the hemisphere away to the Reds. Now he lays about at his GOP colleagues with equal malice.

When Sen. Bob Dole (since elected Senate Majority Leader) said he thought it might be necessary to boost some taxes to cut Reagan's record-high federal deficit, Gingrich accused him of acting as "the tax collector for the welfare state."

He reportedly called Dole "the Mondale of the Republican Party" who's part of a GOP group "that sees itself as running essentially a cheaper and narrower version of the Democratic welfare state."

Not alone Dole, but Budget Director David Stockman, has been assailed by Gingrich. When Stockman gave Reagan the bad news that the President's campaign assurances to voters that the deficit would wither away with economic growth simply wouldn't pan out, and something more than wishing would have to make it so, Gingrich went after him for engaging in "terrorization of the President."

He charged Stockman "convinces everyone we're faced with the sinking of the Titanic and then (tries) to sell a lifeboat called 'modest post-Mondale tax increases.' "

"It's a little like someone who shoots you in the arm," says Gingrich, "and then says you need a doctor and offers his help."

Banishing Stockman from grace, Gingrich winds up, "You don't need friends like that."

Not surprisingly, Gingrich attracts as much flak in retaliation as he fires off in spite, in this context all from Republicans. Though Dole and Stockman have turned the other cheek, others have taken up the cudgels. Said one unidentified Republican: "Newt's a talker. He couldn't legislate his way out of a paper bag."

Another called Gingrich down for "ego-gratification and personal ambition," while yet another accused him of "self-aggrandizement."

Less personal, but no less pointed, House Minority Leader Bob Michel (Ill.) said: "We have a responsibility to govern. . . . It's great to be out there talking, but we have to deliver."

Even among some ultra-conservatives, Gingrich rankles. Mickey Edwards (Okla.) deplored his "confrontation" tactics and "rah-rah mentality." He said Republicans must use their presidential victory to produce "results and not rhetoric," and he assailed the "bombast and glitter" and intra-party "guerrilla activities" of the Gingrich wing of his rightist colleagues.

Meanwhile, a lot of Republicans, Michel among them, have criticized Reagan for failing to do much to help GOP House candidates get elected. They claim had Reagan really pitched in, the GOP could have ballooned what turned out to be a modest gain of 14 seats.

Right-wing leader Richard Viguerie goes so far as to say Reagan's campaign managers "double-crossed" lower-level GOP candidates, and by failing to help them with presidential appearances and support, cost many of them the election. This failure, Viguerie charges, puts at risk Reagan's legislative package.

All the hassling by Gingrich, Viguerie and some of their buddies has larger objectives than headline-grabbing. They want the control they grabbed over drafting of the GOP platform last summer to be extended to the legislative process, the agencies of government, and throughout their own party.

Gingrich describes their agenda as changing "from a welfare state to an opportunity society." How much opportunity and for whom is still being worked out.

The problem is others in the GOP have a different view of what the government should do and be and claim as much legitimacy as Republicans as the Gingrich-Viguerie-etc. group.

This makes it likely that the GOP fight over the spoils of victory will rage on throughout the next couple of years at least, and into the party's presidential nominating contest of 1988. It could well become boisterous enough to equal professional football as a spectator sport.

Anything Else?

If the business community was celebrating Ronald Reagan's re-election victory, Kevin Phillips threw cold water all over it in a hurry.

Phillips, a conservative whose track record as a commentator is pretty strong, wrote the following in his newsletter, Business and Public Affairs, *dated November 15, the first issue to come out after the election. If it were a TV show, it could be called, "The Day After."*

"The central predicament facing business strategists is the considerable likelihood that 1985-86 will see internecine warfare among business lobbies, delay in coping with the deficit problem, onset of a recession, major Republican congressional losses in 1986, a return to a somewhat more negative public perception of business and a worsened national political climate for business in 1987-88."

One-Vote Follow-up

In Idaho, the 67-vote victory of Democrat Richard Stallings over Rep. George Hansen not only held up through a recount, but almost doubled. Final tally: Stallings by 133 out of more than 201,000 votes cast. Hansen has gone to court to challenge the decision.

In Indiana, Rep. Frank McCloskey's 73-vote margin out of more than 233,600 votes cast was clipped to 72 after a county-by-county certification. However, the Republican secretary of state refused to certify the results on grounds that McCloskey's opponent filed a lawsuit in one county. This one could drag on and ultimately be determined by the U.S. House itself.

Odds 'n Ends

AH, THAT BRIGHT HIGH TECH future everyone's talking about. Here's one about heart in the high-tech executive suite. Atari recently fired a bunch of middle-to-high level management people, told them to clear out in a couple of days. One discharged vice president asked a little more time "to wrap up business and clean out my office." He was told to get out sooner. Explained Atari Vice President James Copland (who still has his job): "Frankly, I can't see anything out of the ordinary about asking a person to leave in two days in the world of big business. Most people can pack up an office in five minutes. I don't have much sympathy for anyone complaining about the time to get out."

MILK-OF-HUMAN-KINDNESS attitude at Atari recalls the recent closure of three high-tech firms in California, all of which were profitable here but which smelled larger profits in Hong Kong. In throwing a couple thousand American workers out of their jobs, the head of one of the three firms explained the company would do better overseas where "for a bowl of soup and $3.50 a day" workers would "work their butts off."

MOVIE STARS SEEKING OFFICE? What'll they think of next? In India, at least seven popular film stars have entered as candidates for parliament on the slate of Prime Minister Rajiv Gandhi's Congress Party. This could be catching.

RIGHTWARD TREND among Americans turns up in recent Gallup Poll. Survey finds 36 percent of respondents consider themselves "right of center," up from 31 percent in 1976. Self-termed "left of center" shrinks to 18 percent from 24, and "middle-road" changes just one percent from 45 to 46. Trend parallels growth among those calling themselves Republican, now 35 percent to 39 percent Democratic and 25 percent independent. Democratic allegiance at lowest point since end of World War II.

GOOD NEWS FOR DEMOCRATS, however, who've been concerned about failure of party's presidential candidates to carry western states. Geologists discover huge rift splitting the continent, predict western third of nation will drift away from eastern two-thirds and be separated by a new ocean. Of course, that's millions of years off, but Democrats are patient people.

CORPORATION COP-OUT ON TAXES becomes ever more evident. Congressional Joint Committee on Taxation releases study showing corporate share of federal tax last year was down to mere 6.2 percent. It was 12.5 percent as recently as 1980 (pre-Reagan). Rep. Don Pease (D-Ohio), who released the study, said, "continued shrinkage in corporate America's relative tax burden thrusts the vast majority of responsibility for operation of the federal government on the individual taxpayer. . . . It aggravates federal budget deficits." Said committee member Rep. Byron Dorgan (D-N.D.), "While many American working families who struggle with moderate incomes pay a significant amount of income taxes, in this study we discover that there are some industries and many individual corporations making hundreds of millions of dollars in profits and paying little or no income taxes."

LOWEST TAX RATES on income among industries, committee report showed, were paid by railroads, 2.4 percent; chemicals, 3.6; financial institutions, 3.8; construction 0.7; motor vehicles, 3.5; telecommunications, 4.8.

DEEP IN DEBT, about $90,000 of it, is Rev. Jerry Falwell's "I Love America" political action committee. Only six percent of its receipts went to candidates, most of the rest expended in fund-raising.

TAX SIMPLIFICATION as seen by Johnny Carson: You send your money directly to the Pentagon.

7 South Africans freed as demonstrations grow

By James M. Shevis

The AFL-CIO "is gratified" that the South African government has freed seven black trade union leaders imprisoned following a massive strike by black industrial workers last month, but said it will continue its protest against South Africa's apartheid policy of racial segregation.

The seven, including the heads of two labor federations, were released just three days after the AFL-CIO and its affiliated unions joined in a series of protests in Washington and other cities to express the outrage of America's workers over the arrests of black trade unionists—21 in all.

Among those freed were Piroshaw Camay, general secretary of the Council of Unions of South Africa, and Chris Dlamini, president of the Federation of South African Trade Unions. Two of the seven were charged on their release with additional violations of the country's Internal Security Code, and let go on bail.

All of those released must report their movements to local police stations. No information on the status or whereabouts of the 14 other prisoners was available.

Camay was expected to join AFL-CIO President Lane Kirkland and other members of the executive board of the International Confederation of Free Trade Unions at a meeting this week in Brussels, where the South African situation was due for discussion.

Also released were Jethro Dlalisa of the Transport & Allied Workers; Bangi Solo, National Union of Textile Workers; Amos Nkosi, Commercial, Catering & Allied Workers; Moses Mayekiso, Metal & Allied Workers, and Themba Nontlatane, Municipal & General Workers.

In a telephone conversation with American union friends, Camay said, "We are in good health."

ICFTU Gen. Sec. John Vanderveken telegraphed AFL-CIO headquarters: "We would like to thank you for all your support in the campaign for their release."

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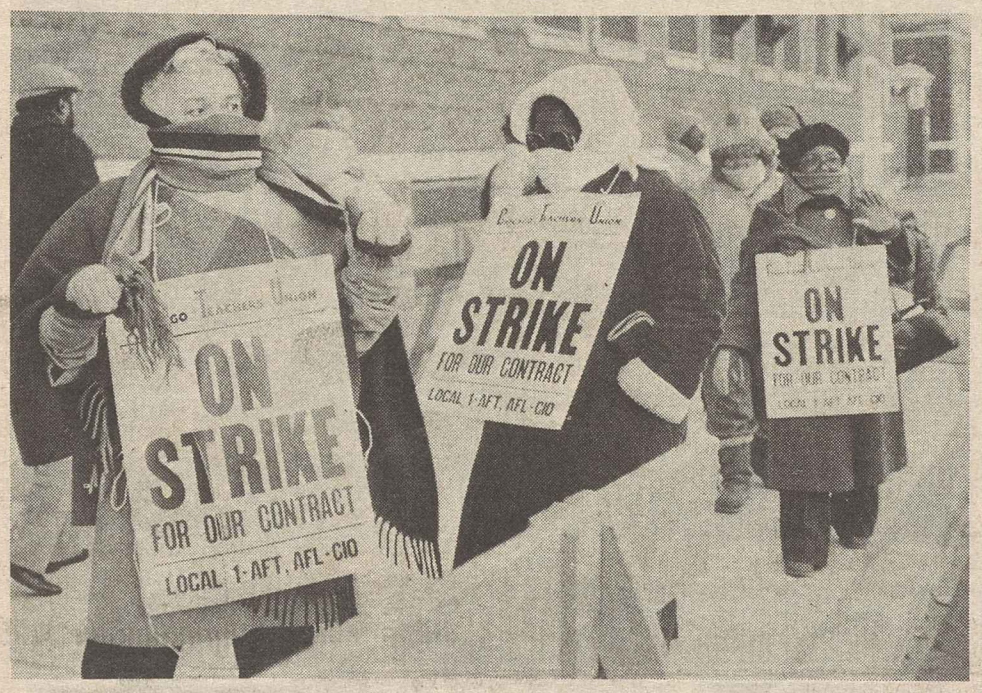

The Chicago brrrs

Even a Chicago winter can't chill the determination of the Chicago Teachers Union to stay on the picket line and out of the classrooms until they—and members of 17 other striking school unions—get fair contracts. Some 28,000 teachers have been on strike since Dec. 3. **(Story, Page 10)**

Unions ask court order to set benzene standard

By Arlee C. Green

Six AFL-CIO unions have filed suit against the Occupational Safety & Health Administration and the Labor Dept., seeking a court order requiring the agency to issue its long-delayed standard on worker exposure to benzene.

Despite repeated assurances from OSHA officials that rulemaking on the cancer-causing chemical would be expedited, OSHA has continually moved back its date for beginning the standard-making process.

The suit, filed in the U.S. Court of Appeals for the District of Columbia, seeks to compel OSHA to issue a notice of proposed rulemaking within 30 days of the court decision, to proceed with rulemaking on a priority basis, to issue a permanent benzene standard within eight months of the court order, and to require the agency to file progress reports with the court every 60 days.

The unions involved in the suit are the Steelworkers, Rubber Workers, Allied Industrial Workers, Painters, Chemical Workers, and Oil, Chemical & Atomic Workers. They were joined in the suit by the Public Citizen Health Research Group.

Lives in jeopardy

"We simply had no choice," USWA President Lynn R. Williams said. "OSHA broke every promise it made on benzene. Their delay jeopardized the lives of thousands of workers."

Painters President William Duval added, "The technology exists to protect workers from benzene. All that's lacking is OSHA's commitment."

More than 350,000 American workers are exposed to benzene on the job. Shortly after OSHA was created in 1970, it adopted a consensus standard limiting worker exposure to 10 parts benzene per million parts of air over an eight-hour workday. This, however, was before studies found strong evidence linking benzene exposure to leukemia and other blood disorders. It can also cause chromosome damage, respiratory irritations and dermatitis.

OSHA issued an emergency standard in 1977, lowering the exposure limit to 1 ppm, and set a permanent standard at that level in 1978. The standard was struck

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12/15/84

Reagan swings ax at vital programs in budget preview

By David L. Perlman

President Reagan is seeking congressional support for budget cuts that would heap new burdens on America's cities, close down broadly supported federal programs, and further reduce assistance to the poor, sick and elderly.

Reagan gave House and Senate Republican leaders a preview of the retrenchment budget he will send to Congress in late January and promised to "lead the charge" for its enactment. But it is an open question whether many in Congress will follow.

The kill list includes politically popular programs that have had strong bipartisan support from Congress.

It includes mass transit assistance that makes public transportation affordable, low-income home weatherization, urban development grants that cities have used to generate job opportunities, community services funds, and sewer construction grants.

Federal revenue-sharing would be ended, thus depriving cities of an important revenue source at the same time they are expected to pick up the cost of the discontinued federal services and grants.

For individuals, the Reagan budget plan calls for pay cuts for federal employees and curtailment of retirement benefits. Suspension of cost-of-living adjustments would penalize black-lung victims, retired railroad workers and low-income households dependent on food stamps.

The nation's elderly would have to pay significantly more for Medicare services. And the states would either have to pay a bigger share of Medicaid health care for the poor or reduce the number of households helped.

The Job Corps and national employment and training programs would be eliminated. So would library grants, legal services for the poor, passenger train subsidies for AMTRAK and postal subsidies that allow lower rates for publications of non-profit organizations.

Farm assistance would be reduced, the Small Business Administration largely abolished, and regional assistance programs, including Appalachian aid, would be phased out.

The federal share of the education budget, which is already below the pre-Reagan level, would continue to drop.

Mandate claimed

At a news conference, Reagan claimed a re-election mandate for his program. The people "voted against wasteful government spending," he asserted, "and they were right."

As for his proposal to cut the pay of government employees by 5 percent, the President noted that many private-sector workers took pay cuts to help their employers stay in business. In response to press queries, the AFL-CIO retorted that there is a big difference between pay concessions negotiated through a union and

Continued on Page 4

Study on pay equity finds progress in public sector

By Susan Dunlop

A new study by a coalition of pay equity groups finds that there is a deep interest in the concept of comparable worth in every part of the country, especially in the public sector. Workers, mostly through their unions, are asking state and city governments to close unfair pay gaps between so-called women's and men's jobs.

The survey, "Who's Working for Working Women?," found that more than 100 state and local governments and agencies in at least 30 states have made significant moves to identify and correct sex-based wage discrimination.

The study was done jointly by the National Committee on Pay Equity, the National Women's Political Caucus and California's Comparable Worth Project.

In releasing the results, NCPE Executive Director Claudia E. Wayne said the committee has found "an ever-increasing awareness that pervasive patterns of sex-based wage discrimination have consigned generations of working women to positions of economic inferiority within the nation's workplaces" and in society as a whole.

Similar skills

The idea of comparable worth, or pay equity, calls for paying workers comparable wages for work requiring similar skills, responsibility, experience and education—regardless of whether the job is traditionally held mostly by women or mostly by men.

In practice, that has meant upgrading pay scales assigned to many so-called wom-

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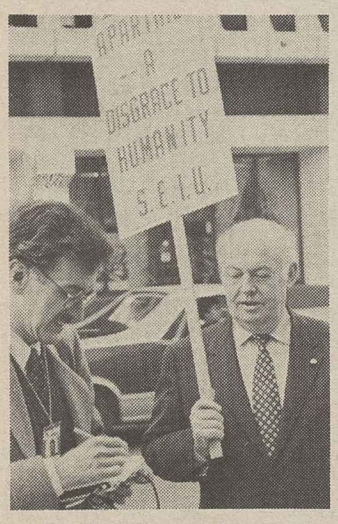


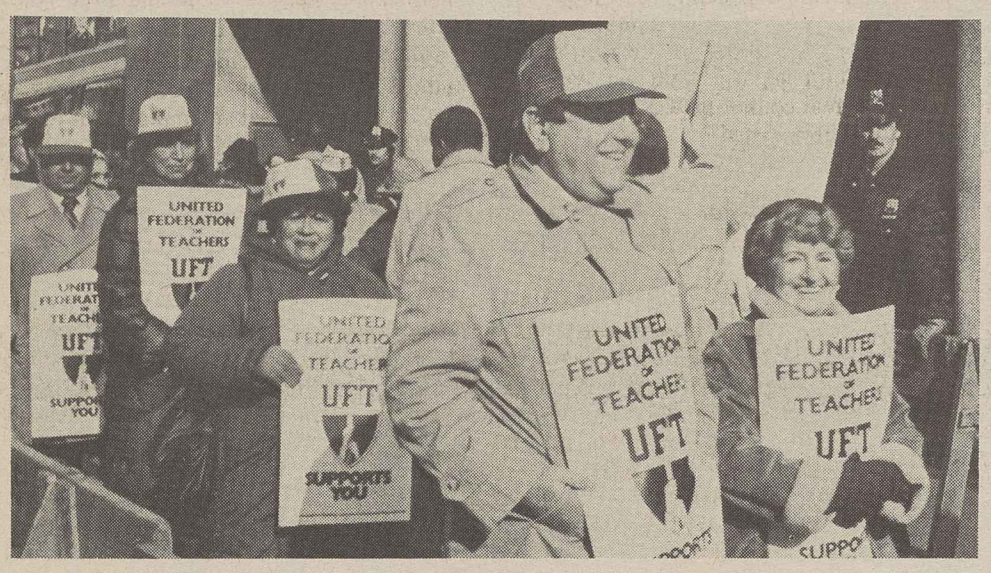
AFL-CIO Vice Presidents John Sweeney, left, and Barbara Hutchinson, right, took up the black trade unionists' cause in Los Angeles and Washington. Center photo shows unionists from several affiliates protesting in Chicago.

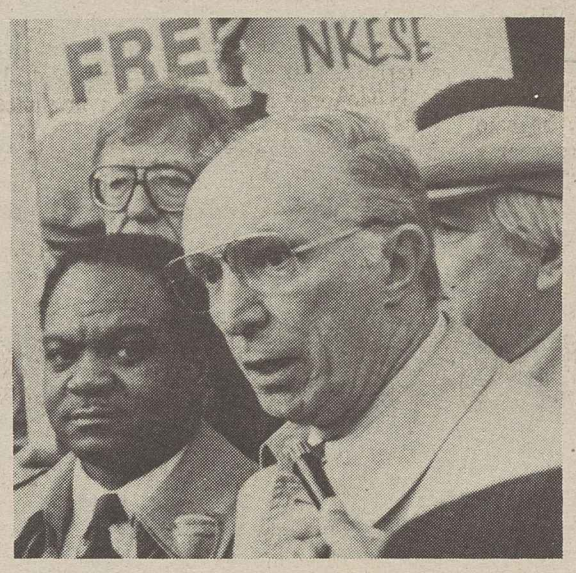
Labor protests hit South Africa

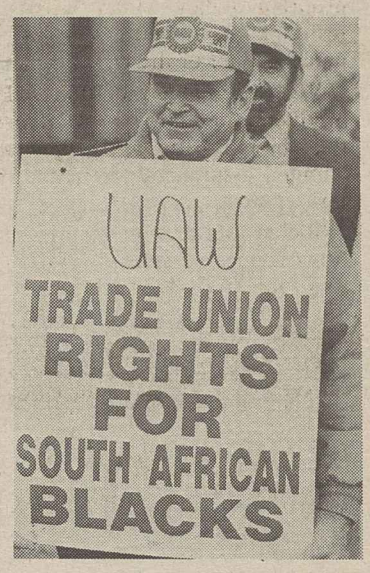
American labor expressed its outrage over the jailing of 21 South African black trade unionists in demonstrations at South African offices across the country.

The AFL-CIO and its affiliates turned out in Washington, New York, Chicago, Houston, Los Angeles, and Seattle to protest both the Pretoria government's apartheid system of racial segregation and the Reagan Administration's policy toward South Africa which winks at that country's treatment of disenfranchised poor blacks.

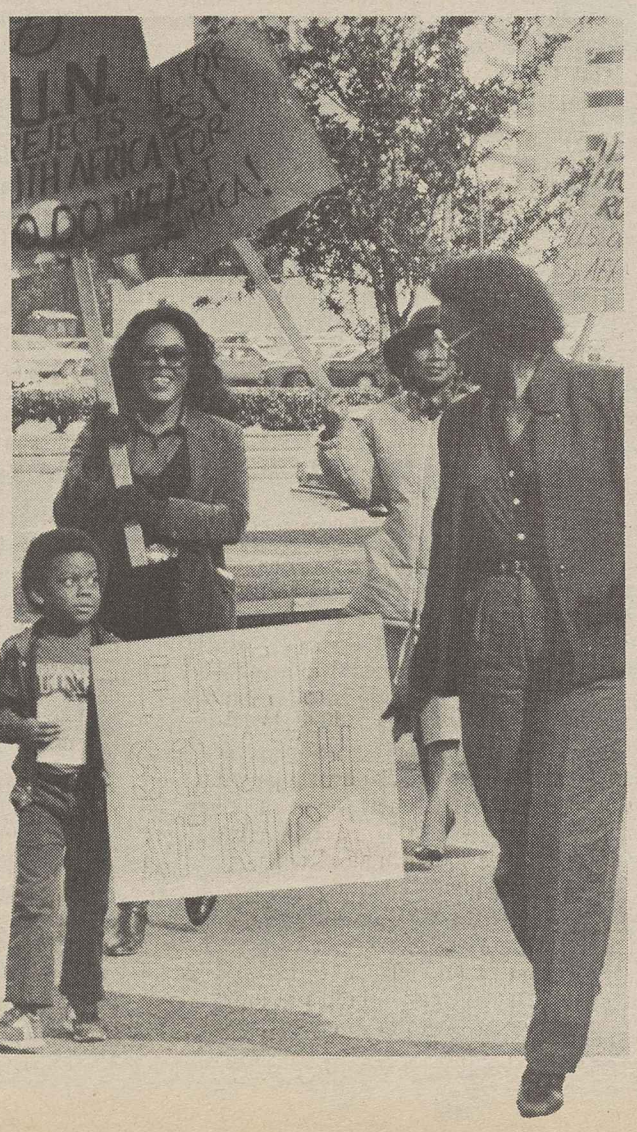
At the biggest rally, near the South African embassy in the nation's capital, Federation Sec.-Treas. Thomas R. Donahue, Steelworkers Vice President Leon Lynch and Newspaper Guild President Charles A. Perlik, Jr., were arrested and spent a night in jail for crossing police lines.

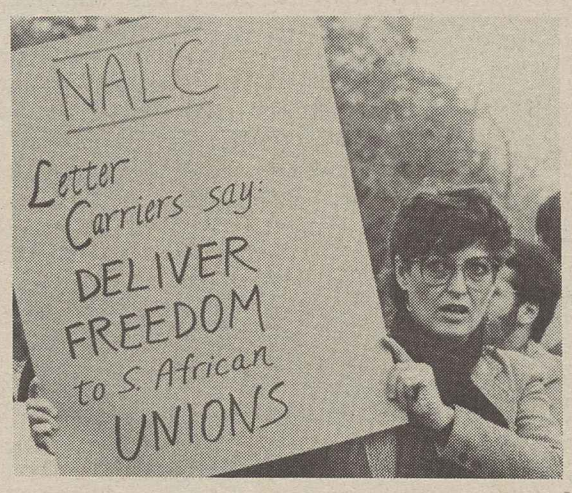






Members of the Teachers and Communications Workers and representatives of the A. Philip Randolph Institute picketed the South African consulates in New York, above, and Beverly Hills, Calif., right.





Sec.-Treas. Donahue at a sidewalk press conference demands release of the 21 jailed trade unionists as pickets from the Auto Workers and Letter Carriers march near the South African embassy in Washington. Seattle area union members, bottom left, issue a similar message as they demonstrate at the consulate in that city.

Federal policy sought

Healthy auto industry pressed as trade goal

Detroit — The Reagan Administration should press for enactment of domestic auto content legislation and seek a multi-year extension of the Voluntary Restraint Agreement with Japan as part of an overall federal auto industry policy, the Auto Workers urged.

At an International Trade Commission hearing here, UAW President Owen Bieber said those measures could create and preserve well over a million jobs by 1990. Failure to take action to ensure a healthy domestic auto industry will result in economic decline for the country and ballooning trade deficits, he warned.

Bieber stressed that if current trends continue, the domestic auto makers may only have the capacity to build 900,000 subcompacts annually by 1990—while subcompact sales that year would be 4.2 million.

"Clearly, the resulting heavy reliance on imports—whether marketed by domestic or foreign-based companies—could become a severe economic burden and represent a major policy failure that can and should be avoided," he said.

Progress at risk

"Our progress at the bargaining table can very easily be undone and overwhelmed in the absence of a clear commitment by our government to a viable domestic auto industry," he emphasized, reminding the commission that the UAW bargained responsibly this past fall to maintain and create jobs for American workers.

To protect those jobs in the auto and auto-related industries, Bieber said an appropriate policy would be the continued restraint of Japanese imports to a 17-percent share of the U.S. market.

Warning about the future of small car production in the United States, he said the union has been able to bargain only "limited assurances" from the industry on this segment.

Bieber said that while the domestic auto firms "concern themselves only with profits," the federal government "certainly ought to be concerned with the consequences of expanded imports on an already frightening trade deficit situation."

Pointing to this year's $19-billion auto trade deficit with Japan, Bieber said "there is absolutely no reason" for it to continue. Discussions of future small car production often overlook the fact that the domestic car firms are making healthy profits while producing most of their subcompacts here, he noted.

"The U.S. government should not permit them to abandon small car production now just because the companies expect to make even higher profits through a so-called captive import strategy," the UAW leader said.

Not so healthy

Addressing the effect of back-to-back recessions, Bieber told the commission that while the auto industry appears to have joined in the recovery, "an industry that will have discarded 170,000 hourly workers over five years is not 'healthy' in the most important sense."

He stressed that the UAW doesn't expect auto industry employment to increase, but "the question is whether the rate of employment decline will be kept within manageable bounds."

The internationalization of the auto industry is not the result of market forces, Bieber said, but rather the outcome of "aggressive mercantilism" by other nations that seek to restrain their automotive imports while promoting exports.

Bieber pointed out that the U.S. trade deficit has swelled as the country has tried to soak up the flood of exports that are "pushed out by the policies of all other auto-producing countries." For the United States to practice free trade alone and allow restrictions on Japanese imports to end would result in "a rapid collapse of a major portion of our auto industry here at a terrible cost to auto suppliers and the U.S. economy as a whole," he predicted.

Works in Canada

The same U.S. auto companies that have fought a domestic content approach here "have functioned quite well under a similar approach that was adopted in Canada some 20 years ago," Bieber pointed out. He said the "Canadian value-added" feature of the U.S.-Canadian auto pact "has not reduced trade there but has permitted a rapid expansion of trade in both directions."

The voluntary restraint pact with Japan, coupled with passage of domestic content legislation in the House, has boosted Japanese investment in U.S. plants, but the announced plans of the major Japanese auto firms remain "very inadequate," Bieber said.

Investment has keyed on assembly plants, with a heavy reliance on imported components. The result is that when the U.S. plants become fully operational the domestic content of all vehicles sold here by Japanese companies would still average only 15 percent. The domestic content legislation, however, would raise that level to roughly 50 percent.

CLUW official chosen for D.C. commission

Carol A. Anderson, president of the District of Columbia chapter of the Coalition of Labor Union Women, has been named to the D.C. Commission for Women by Mayor Marion Barry.

Anderson, who is an equal employment assistant on the staff of the Government Employees, is a shop steward for Office & Professional Employees Local 2, a vice president of the D.C. Coalition of Black Trade Unionists, and she chairs CLUW's national affirmative action committee.

CWA Executive Vice President James B. Booe, center, with fellow ILO worker delegates Huang Zongxi of China and Emile Jans of Belgium at postal and telecommunications conference.

ILO conference advances communications union role

Geneva—The right of postal and telecommunications workers to form free trade unions and bargain collectively was strongly affirmed at a conference held here by the International Labor Organization.

The 18 governments represented at the nine-day session proved "very willing" to accept collective bargaining in wage determination, James B. Booe, executive vice president of the Communications Workers, said. Booe, who was vice chairman of the 20 worker delegates and representative of U.S. workers, termed the government side's attitude a step in the right direction.

Reviewing the results of the first conference held by the ILO's joint committee for postal and telecommunications services, Booe said he was doubtful at the outset that it would be possible to produce a meaningful report, "but the desire to achieve a real consensus was much greater than I had anticipated."

Stress was also placed on the essential role of unions and collective bargaining in occupational health and safety, one of the two major items on the committee's agenda.

Measures to improve health and safety must be taken "at all levels" and in consultation with trade unions, "particularly in the framework of collective agreements," the committee said.

The detailed recommendations adopted by the committee called for creation of a professionally independent occupational health service that would "cooperate closely" with trade unions.

Such a service "should not confine itself to aspects of work alone," but should consider "all factors liable to affect workers' health and well-being," the group specified.

Booe, who was on the worker team that negotiated with the governments on safety and health, said the conclusions reached can be very helpful to unions around the world.

In a second series of conclusions the committee said all postal and telecommunications workers should "through their trade unions have the right to collective bargaining with regard to the determination of wages."

It called on governments to "encourage and promote the full development of machinery for collective bargaining" so that the terms and conditions of employment can be set "by means of collective agreements."

Jobs for women

In a separate resolution, also adopted unanimously, the committee said women should enjoy the "same opportunity as men to hold all jobs in postal and communications services" and should be guaranteed "equal pay for equal work."

Parental leave to meet family responsibilities should likewise be assured along with a "guarantee of re-employment at the end of such leave," the resolution added.

Pilots blast FAA safety cover-up at Continental

The Air Line Pilots accused the Federal Aviation Administration of an "inexcusable" cover-up of safety laxity by Continental Airlines.

ALPA President Henry Duffy cited documents obtained by the Washington Post under the federal Freedom of Information Act as bearing out the union's contention that safety regulations were violated after Continental forced its flight crews out on strike in October 1983.

The airline had seized on a since-closed loophole in federal bankruptcy law to tear up its union contract and unilaterally cut the pay of its pilots in half.

FAA inspectors found 52 possible safety violations while investigating ALPA complaints in February and March of this year, the agency's documents revealed. While most of the alleged violations were resolved without formal action, the agency said it is seeking civil penalties for violations involving failure to train flight crews in the handling of hazardous material and for flying and permitting a pilot to fly without a current proficiency test.

Duffy noted that a House subcommittee had held hearings on Continental's safety management in mid-June. It is "astounding," he said, that the FAA didn't make the results of its investigations available to the panel.

The ALPA also has protested Continental's current attempt to spin off its profitable southern Pacific routes to a new subsidiary airline.

The union welcomed a decision by the Civil Aeronautics Board denying the route application. In denying the application, the CAB noted that Continental's assets are still subject to the bankruptcy court's jurisdiction.

Pressure on South Africa builds

Continued from Page 1

The 21 black trade unionists were picked up by police and held without charge following last month's peaceful, two-day "stay-away" that brought South Africa's industrial heartland to a near-standstill.

The AFL-CIO immediately protested the Pretoria government's use of police arrests and military force to attack the democratic rights of black trade unionists. It joined the ICFTU in strongly protesting the arrests of Camay and Dlamini.

On Nov. 29, Kirkland delivered a letter of protest to Sec. of State George Shultz denouncing South Africa's attack on free unions and their leaders. Kirkland's letter called on the U.S. government to impose stiff sanctions on the South African government and to sever diplomatic, cultural and social ties with that nation if the trade unionists were not released.

Several American labor officials, including AFL-CIO Sec.-Treas. Thomas R. Donahue, were arrested in the Dec. 4 demonstration of trade unionists at the South African embassy and during the continuing daily demonstrations at the embassy that began Nov. 21.

Protest marches at South African consulates in several major cities Dec. 4 reflected the solidarity of American trade unionists in their abhorrence of apartheid.

Seeking support

Three South African union leaders, who visited Washington last week to enlist American support against their government's apartheid policies, said the jailings of their fellow union members were part of an effort by South Africa to suppress the nation's fledgling black labor movement.

"The state is sending cops into the factories to have workers give evidence in court (against union leaders); the state is clamping down on the union leadership," said Calvin Makgeleng, chairman of the Chemical Workers Industrial Union in the Transvaal province where last month's strikes were centered.

Black South Africans, banned from unions until 1980, are "fighting for living wages," said Pat Horn, an organizer for the Paper, Wood & Allied Workers Union.

In the rural black townships, which are plagued by high unemployment, "there are starvation wages . . . and misery and poverty are much higher" than in the rest of the country, she said.

The AFL-CIO has strongly supported the South African black unions, both morally and materially, and has repeatedly urged the Reagan Administration to apply pressure on Pretoria to end apartheid.

Pay equity study cites progress in public sector

Continued from Page 1

en's jobs to levels paid for equally valuable—but not necessarily identical—jobs held mostly by men.

The coalition's study found that leaders in state and local governments are coming up with policy changes or new laws mandating pay equity.

"Together with unions, which are aggressively bargaining for non-discriminatory pay, state and local governments are leading the national movement for pay equity," the report said.

The state and local initiatives include new laws or amendments, enforcement of wage discrimination rules, and executive policy decisions.

Action being taken by state legislatures, cities, counties, school districts and local agencies include information and data collection, job evaluation studies, establishment of pay equity policies, and enforcement of existing civil service laws, the survey noted. Many of the actions were originated by unions.

Where states and localities have failed to carry out pay equity promises unions have moved quickly to file lawsuits and discrimination complaints.

Among the best known cases, the State, County & Municipal Employees won a key decision in federal district court when the state of Washington was found guilty of wage bias and ordered to upgrade the pay of nearly 15,000 female employees. That chase has been appealed, and the AFL-CIO and other organizations have filed briefs supporting AFSCME's position.

California suit

In California, the Service Employees went to federal court to file the largest sex-based wage discrimination suit to date. That suit covers some 39,000 people who work for the state in jobs held predominantly by women.

In both cases, the states had done pay equity studies and agreed to act on them, but failed to follow through.

NCPE pointed out that in sharp contrast, voluntary action by the state of Minnesota—where AFSCME represents state workers—has resulted in a plan that will upgrade many state workers' jobs over a four-year period with "absolutely no disruption to the state's economy."

The survey points out that while the wage gap in public employment is wide—in state and local governments women earn 71 cents for every dollar earned by men, in the federal government the ratio is 63 cents on the dollar—in the private sector it is still wider. Employed women in private industry earn only 56 cents for each dollar men earn, and the wage gap in employment anywhere has varied little over the last 30 years, the groups stressed.

The federal Equal Pay Act that mandates equal pay for equal work has helped thousands of women achieve fair wages when they do the same jobs as men for the same employer. But it has made only a small dent in the wage gap because relatively few women hold the identical jobs as men.

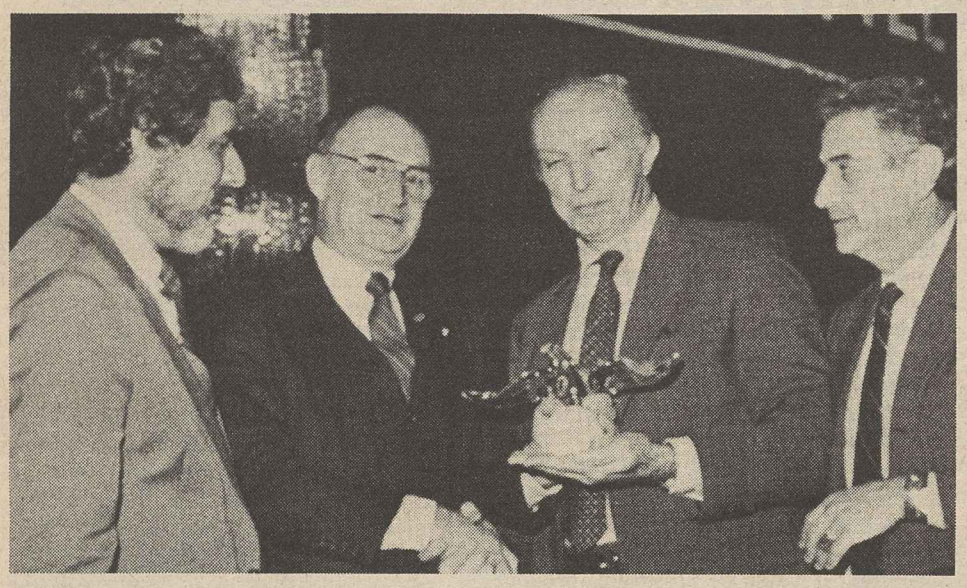
The survey sharply rebutted the suggestion by opponents of pay equity that women who want higher pay should leave their jobs and seek those held by men.

This is "an extremely limited remedy," the study charged, because it ignores the clear evidence that wage discrimination exists. It calls for workers to give up jobs for which they have trained and unrealistically assumes that in times of high unemployment any job is available to anyone. Many traditionally "women's jobs," particularly in white collar occupations, are among the fastest growing in our economy, and skilled workers are needed to fill them.

Attitude criticized

Both Wayne and NCPE Chair Nancy Reder were critical of disparaging remarks made by Reagan Administration officials and officials of the U.S. Civil Rights Commission about the idea of pay equity.

Earlier, AFL-CIO Vice President Joyce Miller criticized the remarks by the commission's officials as "incendiary" and a clear and improper attempt "to issue Civil Rights Commission policy even though the commission has not yet discussed or voted on the issue." Miller, who is a vice president of the Clothing & Textile Workers, heads the Coalition of Labor Union Women which is a member of NCPE.



JLC's Labor Human Rights Award is presented by AFL-CIO Sec.-Treas Donahue to New York State AFL-CIO President Edward J. Cleary. From left are JLC President Herbert Magidson, Cleary, Donahue and ILGWU Vice President Sol Hoffman.

Jewish labor group honors Cleary's human rights role

New York — New York State AFL-CIO President Edward J. Cleary has been given the Labor Human Rights Award of the Jewish Labor Committee.

The award, given annually by the National Trade Union Council of the JLC, was given to Cleary for his "service to the cause of advancing the struggle for social justice and equal opportunity.

At the awards dinner here, Cleary praised the JLC's "commitment to the dignity of mankind."

That commitment "was expressed with action," Cleary said, as soon as the JLC was founded 50 years ago "when you were raising money and helping extricate labor leaders of all nationalities from the onslaught of the Nazi repression in Europe."

The history of the JLC, he said, "is a mosaic of actions on behalf of human rights and the people of the world."

Cleary criticized the Reagan Administration for its insensitivity to the needs of the poor and the disadvantaged. He noted parallels between many of the goals of the labor movement and concerns expressed in the draft pastoral letter on poverty being considered by the nation's Catholic bishops.

AFL-CIO Sec.-Treas. Thomas R. Donahue, who presented the award, said the Jewish Labor Committee has played a central role "in the labor movement's long battle to overcome hate and repression and to build a decent society for all citizens."

Donahue warned that "those who oppose us or the values we espouse haven't changed or gone away" and that they are "working today as hard as they ever have to eliminate jobs, cut pay checks and bust unions."

"They are as determined as ever," he said, "to roll back the progress we have made toward full civil rights, toward insuring decent medical care, an adequate education, decent housing and a reasonable measure of social justice."

The Reagan Administration, he asserted, "encourages our opponents at home and abroad."

Labor's mission

Donahue stressed that the labor movement "at home . . . will continue as the instrument through which working people gain a voice in their own destinies."

At the same time, he said, "the labor movement will honor its mandate to support our brothers and sisters in the Middle East, in South Africa, in Poland, in El Salvador, in Chile and wherever else workers are threatened."

JLC President Herbert Magidson, who is a Teachers vice president, warned that there is "a sense of selfishness developing in our country. It is being fed by the growing strength of those who have been able to pin the label of 'special interest' on the labor movement while they very cleverly cloak themselves in the cloth of self-righteousness."

Eloise Giles dies at 98, retired staff librarian

Eloise Giles, former AFL-CIO librarian, died Nov. 27 at Providence Hospital in Washington. She was 98.

Mrs. Giles, who began working for the AFL in 1927, retired from her post with the merged federation in 1960 after 33 years of service.

Reagan claims a mandate to slash programs, cut pay

Continued from Page 1

the management-imposed pay cut that Reagan is demanding.

Reagan said he will set an example by taking a 10 percent pay cut himself.

Above all, Reagan insisted, the spending cuts are needed to hold down the budget deficit without raising new tax revenues, imparing defense growth or touching social security cost-of-living adjustments.

During the election campaign, the President insisted that economic growth and greater government efficiencies would overcome a budget deficit that had soared as a result of his tax policies and high unemployment levels.

Only after the election did the White House change its optimistic assumptions of economic growth and concede that the deficit is headed up, not down.

The one big aspect of the budget plan still unresolved as the AFL-CIO News went to press was the level of defense spending. Even the President's strongest supporters in Congress are saying openly that the huge defense budget must bear a reasonable share of spending restraints.

One prevailing view on Capitol Hill was that the White House was counting on Congress to initiate a suspension of the cost-of-living adjustment in social security benefits as well as in other benefit and retirement programs. That would get the President off the hook on his promise—made in an election campaign debate with Walter Mondale—not to tamper with the program. But congressional Democrats have made clear that they are not about to pull the President's political chestnuts out of the fire.

At his news conference Dec. 7, Reagan repeated an erroneous statement about social security that he had made in a presidential campaign debate.

He was asked how he justified exempting social security beneficiaries from "sharing in the burden" of spending cuts.

Wrong again

Reagan responded with some irritation: "Well, because again I have to point out, and none of you seem to pick it up, social security does not contribute to the deficit. . . . If there was a reduction in social security outgo, only two things could be done. Either you would reduce the social security payroll tax or that money would revert to the Social Security Trust Fund. It would not in any way reduce the deficit."

In fact, as was widely noted when Reagan first made that mistake, social security taxes are counted as income and social security payments are counted as outlays in the federal budget and in the determination of the deficit.

The White House budget drafters apparently did not view Reagan's pledge to leave social security benefits intact as applying to the poorest of the elderly—those receiving supplemental security income SSI). The Administration plan would deny them a cost-of-living adjustment.

Food Workers win award of $4.1 million in back pay

A union-won arbitration award will bring more than $4.1 million in back pay to 800 workers at two Armour-Dial plants —a soap factory in Aurora, Ill., and a meat processing plant in Ft. Madison, Ia.

Armour-Dial is a subsidiary of the Greyhound Corp., and employees of both plants are represented by the Food & Commercial Workers.

The parent Greyhound Corp. last February imposed massive wage and benefit reductions for both groups of workers. The wage cut alone dropped base pay from $10.69 to $8.25 an hour. The company claimed as authority for its action a 1981 agreement by the union allowing modifications of portions of the contract when necessary for the employer to maintain its competitive position in the industry.

The arbitration award, which UFCW President William H. Wynn termed "an important victory for workers," held that Greyhound had overreached and made changes not allowed by the letter the union had sent in 1981. The arbitrator said allowable adjustments were limited to pension benefit increases scheduled for 1985 and starting wages for newly hired employees.

The arbitration decision directed back pay for wages illegally reduced and raised the base rate at the soap plant to $11.04 an hour, in line with the soap industry pattern. The packing plant base wage was set at $8.75 an hour, in line with a recent Swift Packing Co. settlement, and fringe benefits will be improved in line with the Swift contract.

UFCW Vice President Lewie G. Anderson, the union's packinghouse division director, said the union has sought "to act in a responsible manner" during a difficult time for the industry.

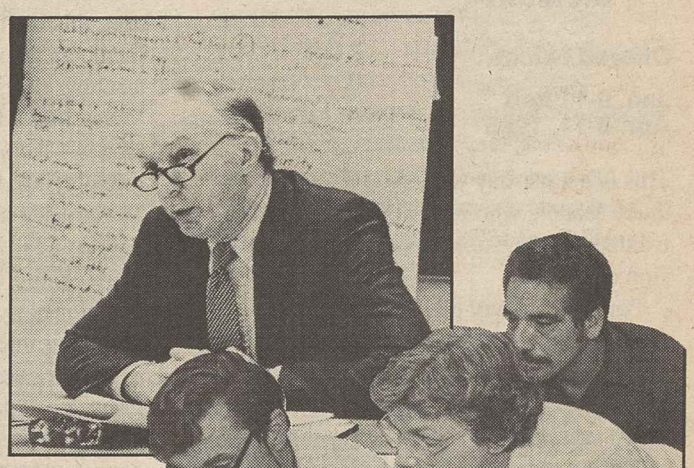
"But there is a clear difference between being responsible and permitting any employer to unilaterally gut our contract," he stressed. "That difference is greed, and Greyhound's greed was recognized by the arbitrator."

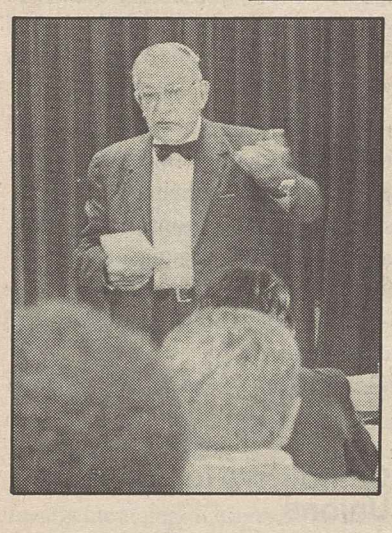
The 1985

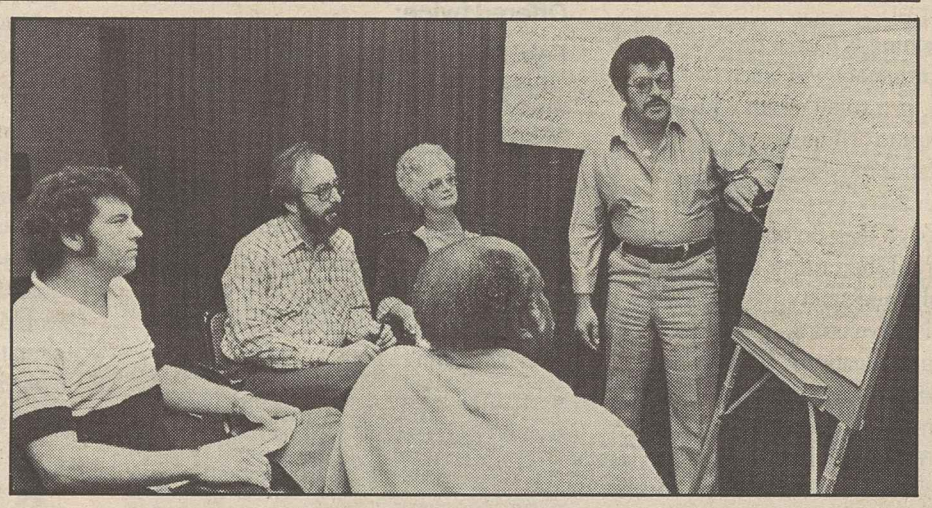
LABORITE

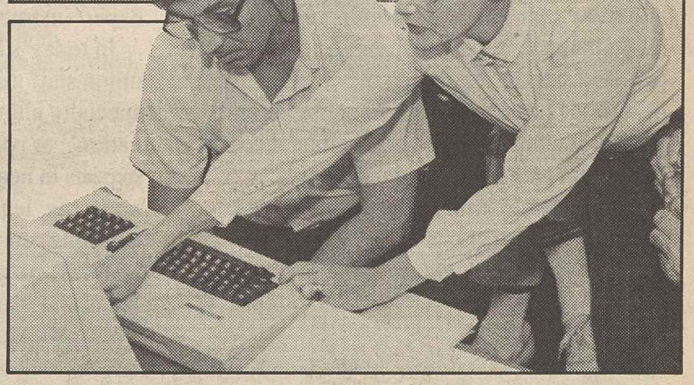
GEORGE MEANY CENTER FOR LABOR STUDIES

casionally for the alumni and friends of the George Meany Center for Labor Studies, Inc.









27 Programs for leadership studies

In the first half of 1985, the George Meany Center will offer 27 institutes and workshops. Most are tool courses to help union leaders to sharpen their skills. A few are backgrounders to broaden understanding.

All fulltime union officers, representatives and staff employees of AFL-CIO affiliates are eligible to attend any of these programs. Most run for one week, from Sunday evening to Friday noon.

All but two of the classes will be held on the George Meany Center campus at Silver Spring, Md. The University of Oregon at Eugene and the University of California at Berkeley will host the two off-campus programs.

The Center's core curriculum focuses on the techniques of organizing, collective bargaining, grievance arbitration and pension bargaining, and on labor law.

One workshop, Advanced Leadership Skills, aims at personal development by helping participants sharpen their skills in rapid reading, clearer writing and effective speaking.

Special institutes and workshops are offered on computers for local unions, newswriting and editing for union publications, effective union action for civil rights, teaching techniques in labor education, occupational health and safety, television as the "cool medium" and union issues for union women.

Three courses will be given for the first time: Life without Arbitration, Curbing Corporate Power and The Changing Workplace.

Course descriptions appear on the next three pages. A registration form appears in this supplement.

In addition to these courses open to leaders of all AFL-CIO organizations, 16 affiliates will sponsor 28 training programs for their own staffs at the George Meany Center from January to June.

The American Institute for Free Labor Development has scheduled five programs for Latin American and Bermudian trade unionists.

The Center's facilities are booked almost solidly through June. However, cancellations sometimes free space. Any AFL-CIO organization interested in using the Center should get in touch with Fred K. Hoehler, Jr., executive director, or Janis Strange, registrar, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Maryland; telephone 301/431-6400.

George Meany Center Calendar

Enrollment is open for institutes and programs listed in **Black type.** See next pages for course descriptions and registration forms.

JANUARY

6-11
American Federation of Teachers

6-25
Communications Workers of America

6-9
State Federation Presidents

9-11
TV: The Cool Medium Workshop

13-18
Education Techniques Institute

13-18
Brotherhood of Railway & Airline Clerks

13-18
AFL-CIO Committee on Political Education

20-24
Contract Administration: Life without Arbitration Institute

20-25
Negotiating Techniques: State & Local Agencies Institute

20-25
Arbitration Techniques: Preparation & Presentation Institute at University of Oregon

20-Feb. 22
American Institute for Free Labor Development #118

27-Feb. 1
College Degree Program Week-in-Residence

FEBRUARY

3-7
Negotiating for Pension Institute at University of California

3-8
Arbitration: Preparation & Presentation Institute

3-8
Newswriting & Editing Workshop

3-22
Communications Workers of America

10-13
Communications Workers of Amercia

10-15
American Federation of Teachers

15-22
The Newspaper Guild

18-22
Computers for Local Unions Institute

24-Mar. 1
Labor Law Institute

24-Mar. 1
International Union of Operating Engineers

24-Mar. 1
International Brotherhood of Electrical Workers

MARCH

3-8
Negotiating Techniques: Private Sector Institute

3-8
State, County & Municipal Employees

3-8
Communications Workers of America

10-13
Containing Corporate Power Institute

10-15
Brotherhood of Railway & Airline Clerks

10-Apr. 12
American Institute for Free Labor Development #119

11-21
Advanced Organizing Workshop

17-22
Advanced Arbitration Institute

24-29
Graphic Communications International Union

APRIL

8-11
TV: The Cool Medium Workshop

8-12
Negotiating for Pensions Institute

14-19
Issues for Union Women Institute

14-19
Service Employees International Union

21-25
Computers for Local Unions Institute

21-25
Effective Union Action for Civil Rights Program

28-May 1
The Changing Workplace Institute

28-May 1
Brotherhood of Railway & Airline Clerks

28-May 3
Association of Flight Attendants

28-May 31
American Institute for Free Labor Development #120

MAY

5-10
Brotherhood of Railway& Airline Clerks

5-10
AFL-CIO Committee on Political Education

12-14
The Great Labor Song Exchange

12-17
Arbitration: Preparation & Presentation Institute

12-17
Organizing Techniques I Institute

19-24
Advanced Editing Skills Workshop

19-24
Service Employees International Union

28-31
Association of Flight Attendants

JUNE

2-7
Advanced Leadership Skills Workshop

2-7
Occupational Health & Safety Institute

2-7
State, County & Municipal Employees

2-8
American Institute for Free Labor Development (Bermudians)

9-12
Plant Closings Institute

9-14
Association of Flight Attendants

16-21
Fact Finding & Interest Arbitration Institute

16-21
AFL-CIO Committee on Political Education

19-21
Air Line Pilots Association

16-July 19
American Institute for Free Labor Development #121

23-28
Service Employees International Union

George Meany Center Institutes January to June 1985

★ Television: The Cool Medium

Offered twice:

Jan. 9-11 and Apr. 8-11, 1985

This is a three-day workshop to coach union leaders who occasionally are confronted by television reporters and television cameras.

Participants will have three exercises facing video cameras: A hostile confrontation, a panel discussion and a studio interview.

One session focuses on controlling an interview, avoiding "no comment" and recognizing deadly questions. Another concentrates on relating to the camera: gesturing, posture, eye contact, hands and feet, dress and makeup, body language, relaxation techniques and visual aids.

The Labor Institute of Public Affairs assists in the coaching.

The workshop starts at 7 p.m. Monday evening, Apr. 8 and ends with lunch on Thursday, Apr. 11.
Coordinators: Gordon Cole and Gene Morrill

★ Teaching Techniques in Labor Education

Jan. 13-18, 1985

This institute explains and demonstrates the techniques most commonly used in labor education. It is designed for those who teach in union conferences, summer schools or night classes. Cosponsored with the AFL-CIO Department of Education, this is a basic institute for union staff members who want to upgrade their teaching skills.

Sessions will demonstrate techniques—lecture, discussion, buzz groups, role playing, films, and use of materials. Modern education theory stresses participation and involvement for adults to learn, so this institute will emphasize techniques to get students talking and hold their interest.

Practice teaching is part of the program. Each participant will teach two short sessions, in a small group with an expert instructor to critique.

In today's labor movement, many union staff members are teaching their specialty although they do not have "education" as part of their titles. Unions have experts in health and safety, women's concerns, legislative issues, grievance handling, communications, financial procedures, community services and other areas that members need to know about. This institute will help these staff members as well as traditional labor educators.
Coordinator: Marjorie Rachlin

George Meany Center for Labor Studies, Inc.

10000 New Hampshire Avenue
Silver Spring, Maryland 20903
301/431-6400

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New York City Labor Council

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Communications Workers of America

William H. Wynn, *President*
United Food & Commercial Workers

★ Contract Administration: Life without Arbitration

Jan. 20-24, 1985

The best arbitration case is the one that never takes place. The purpose of this course is to make arbitration unnecessary, or at least less common, by concentrating on efforts to reach settlements in the grievance process short of arbitration.

The course will use all the techniques of the arbitration course—careful preparation of evidence, case analysis, orderly presentation—applied in simulated cases.

Since there can be no final and binding "award," the presentations will have to be judged by the class, weighing the strong and weak points of the union's case as argued in the grievance hearing.

In some instances arbitration is inevitable: bad faith of management or union, politically sensitive issues where neither side wants to yield, etc.

The class, therefore, will explore alternatives to traditional arbitration designed to re-introduce promptness, clarity and low cost into a process that has become slow and expensive. In particular, grievance mediation will be discussed as a settlement device where grievances have piled up and in other special cases.

Participants will explore new approaches to the imposition of discipline in which the involved worker is kept on the job (and on the payroll) until after the hearing and the award. These clauses are sometimes referred to as "justice and dignity" provisions.
Coordinator: Russell Allen

★ Negotiating Techniques for Bargaining with State & Local Agencies

Jan. 20-25, 1985

This institute on collective bargaining techniques is limited to union officers who negotiate in the public sector, other than federal. One day will be spent on the basic principles and proper preparation, with emphasis on financial data including analyzing budgets, audits and the like, using real-life examples.

Participants will be assigned to union and management committees and will attempt to bargain out an agreement in a typical public sector situation. Experienced factfinder-mediators will be on hand and will be assigned to the simulations. They will be given the authority that such neutrals usually have.
Coordinator: William Gillen

★ Negotiating for Pensions

Offered twice:

Feb. 3-7, 1985 at the University of California, Berkeley and Apr. 8-12, 1985 at the George Meany Center

Pensions have become one of the most complicated areas of collective bargaining. This institute will draw upon outstanding union negotiators to train union staff members in the techniques of pension bargaining. Topics will include:

- A summary of recent pension negotiations;
- Collecting basic information and preparing for negotiations;
- Actual assumptions and considerations;
- Costing and bargaining for pension benefits;
- Investment considerations;
- The impact of NLRB, ERISA and the bankruptcy laws on pension bargaining.

Coordinator: Jeffrey MacDonald

★ Arbitration Techniques: Preparation & Presentation

Offered three times:

Jan. 20-25, 1985 at the University of Oregon, Eugene, and Feb. 3-8, and May 12-17, 1985 at the George Meany Center

The way to learn to prepare and present grievance cases to an arbitrator is to do it. That learning is best done at an institute such as this when a union member's future is not at stake.

This institute concentrates on the presentation of mock cases before professional arbitrators who are willing to share their knowledge.

There are practice sessions on the preparation of cases, the techniques of presentation with emphasis on two areas that union representatives find most difficult: opening statements and handling witnesses.

Participants tell us that the most helpful part of this week is the video taping of the mock arbitration proceeding, with the playbacks for analysis and discussion. The arbitrator who has heard the cases takes charge of this session.

Discussions focus on what matters can be arbitrated, the selection of arbitrators and the law of arbitration. Since discipline and discharge cases cause more than half of all grievance arbitrations, special attention is paid to the investigation of such cases and to the rules that arbitrators use in deciding them.

This institute is for union representatives newly assigned to arbitration, or who will have arbitration as part of their responsibility. It will help experienced representatives analyze and brush up on their techniques. Those who concentrate on the final steps in the grievance procedure will find it helpful.
Coordinator: David Alexander

★ Newswriting & Editing for Union Publications

Feb. 3-8, 1985

Here's an opportunity for a union editor to get some coaching on the basics of newswriting and editing and to pick up ideas from other union editors on how a publication might be made more effective. Classes will focus on newswriting, feature writing, headline writing, photo editing and makeup and layout.

Participants will hear from specialists on:

- How to make a union publication more readable, more credible and more useful to union members;
- How to cope with problems of delayed mail deliveries and skyrocketing postal rates;
- How to avoid suits for libel and slander, copyright infringement, and violations of the Landrum Griffin Act.

One session on editorial resources will let editors know where to find cartoons, photos and other feature material.

This workshop is co-sponsored by the International Labor Communications Association. It is open to any union editor or would-be editor of a local, district council or state publication.
Coordinator: Gordon Cole

★ Computers for Local Unions

Offered twice:

Feb. 18-22, and Apr. 21-25, 1985

Don't Come to this class if you can understand this ad for computers: *"Receive free graphics board and 128K RAM with purchase of monochrome APC with one disk drive. Option with extra disk and color includes free business software: MS-DOS."*

Do Come to this class if you want to make informed decisions about purchasing mini and micro computer systems for your organization. You won't become a computer expert or programmer in four days but you will learn the lingo so you can talk intelligently with vendors. You'll learn to assess the right size and type of computer system for your organization—or judge whether or not you really need a computer.

Union computer applications will be discussed along with suggestions for training your staff and for maintaining the computer once it is yours.

This information will be presented in plain, non-technical terms by teachers who are computer specialists and unionists as well. Several state-of-the-art mini-computers will be available for workshops.
Coordinator: David Alexander

★ Labor Law

Feb. 24-Mar. 1, 1985

Laws affecting staff responsibilities in bargaining, servicing and union administration will be the focus of the Labor Law Institute. Organizing law will not be covered; participants will concentrate on laws affecting internal union administration and collective bargaining, including the problems arising from bankruptcy and plant closings.

The instructors are labor lawyers with day-to-day union experience. Some work directly for unions; others for firms specializing in union work.

Major topics to be covered are:

Laws dealing with internal union affairs—Three aspects of Labor-Management Reporting and Disclosure Act

(Landrum-Griffin): members' rights (Title I), election procedures (Title IV) and current enforcement practices under Title II, the reporting provisions.

The duty of fair representation—The union's obligation to represent fairly all workers in the bargaining unit on grievances, negotiations, and job rights.

Laws affecting bargaining—Basics of the Taft-Hartley provisions on exclusive representation, duty to bargain, access to information, the laws affecting strikes, lockouts, picketing and boycotts. New developments in the law affecting bankruptcy, plant closings and successorship will be emphasized.

Equal opportunity obligations—Laws, regulations and court rulings on what constitutes ''discrimination'' and their impact on contracts. Instructors will deal with issues such as discrimination, comparable worth, affirmative action and pregnancy disability.

Coordinators: Marjorie Rachlin & Lawrence Rogin

★ Negotiating Techniques for Private Sector Bargaining

Mar. 3-8, 1985

This institute will be limited to union officers concerned with bargaining in the private sector. It's intended to familiarize them with the actual conduct of labor-management negotiations at the bargaining table. It will help to sharpen the skills of those who have had negotiating experience.

After a full day's discussion of the basics of collective bargaining, participants will be divided into management and union committees. They then engage in a simulated bargaining session and try to negotiate an agreement within stipulated guidelines. A new simulation script has been prepared to replace the now-familiar Lastic Plastics. Federal mediators will be on hand in case their services are requested.

The entire exercise, including caucuses, is video taped and played back for comment from the federal mediators, Center staff members and the participants.

Considerable class time is devoted to methods of calculating the cost of vacations, holidays, disability, shift differentials and other union benefits. Participants learn the formulas that take some of the mystery out of the necessary arithmetic.

A method of instant recomputation on a computer of the costs of proposed non-wage benefits during negotiations will be demonstrated.

Coordinator: William Gillen

★ Curbing Corporate Power

Mar. 10-13, 1985

To deal effectively with a modern business corporation, union leaders need a thorough understanding of corporate structure, how rapidly it is changing and how profoundly.

Keen competition from abroad, extensive product diversification and shifts away from basic manufacturing have led many corporations to merge with giant conglomerates in completely different industries and/or radically revamp their own structure.

This institute will explore the extent and nature of these and related changes with emphasis on their impact on collective bargaining within major corporations and industries, worker participation and ownership, pricing policies, anti-trust and merger legislation and international trade.

This institute will benefit especially members of union headquarters staff with negotiating or research responsibilities.

Coordinators: Russell Allen & Woodrow Ginsberg

★ Advanced Organizing Techniques

Mar. 11-21, 1985

This two-week workshop is co-sponsored by the AFL-CIO Department of Organization and Field Services. Those who want to participate should apply to their own union's Director of Organizing or to the international union officer in charge of organizing.

The international unions nominating individuals to attend this workshop will send those names to the AFL-CIO Department of Organization where a final selection will be made. Organizers, whatever their titles, who supervise and direct organizing staffs will be given priority.

In class, experienced organizers will present techniques that have succeeded for them. Organizing case studies will be treated as will ''issue organizing'' where the election itself is an incident in a long-range program.

Coordinator: Jeffrey MacDonald

★ Advanced Grievance Arbitration

Mar. 17-22, 1985

The advanced training for grievance arbitration will help participants polish their techniques when they present their cases to arbitrators. There will be special exercises in examination and cross examination of witnesses and in the preparation of briefs. Researching issues and using arbitration services will be discussed.

Participation in this institute is limited to those who have attended the basic arbitration class or who have presented grievance cases before an arbitrator.

Coordinator: Lawrence Rogin

★ Union Issues for Union Women

Apr. 14-19, 1985

The Center has offered this program for 10 years. It is open to women and men. This year's institute will focus on the ways that women's special concerns can be addressed through organizing and bargaining. All workers share the need for better wages and working conditions, but some issues are particularly important to women workers: pay equity, opportunities for training and promotion, sexual harassment, leave time and health and safety, to name a few. Knowing what can be done about these issues through the union contract is basic to negotiating and organizing strategy.

This institute will focus on:

Issues in organizing—What issues are likely to surface in a workplace with many women? How can more women become active and involved during the drive?

Bargaining—What issues vital to women need to be brought to the bargaining table? How do they get on the union's

continued on next page

Nondiscriminatory policy for students

The George Meany Center for Labor Studies, Inc. admits students of any sex, age, race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of sex, age, race, color, national and ethnic origin in administration of its educational policies, scholarships and loan programs and athletic and other school administered programs.

Who Is Eligible, General Rules

Eligibility

To participate in labor studies institutes or programs at the George Meany Center, one must be a full-time officer, representative or staff employee of an AFL-CIO affiliate.

Registration

Early registration is advised. Labor studies institutes are limited to 25 participants, not more than three from the same union. The Center reserves the right to postpone or cancel any institute.

Hours

Registration for most labor studies institutes begins at 4 p.m. on Sundays with the first session at 7 p.m. Morning classes begin at 9 a.m. running until noon. They resume at 1:30 p.m. and run until 4:30 p.m. Advance notice will be given of evening events.

Accommodations

Unless their homes are within commuting distance, participants are expected to live on campus. The campus guest quarters can house 141. Most rooms are singles with queen-size beds; a few are doubles with twin beds. Each room has its own private bathroom and study desk. Maid service is furnished. The rooms are spacious and pleasant. Participants are invited to bring their spouses.

Meals

Meals are served cafeteria style in the Dining Hall. Breakfast is from 7:30-8:30 a.m.; lunch, 12-1; dinner 6-7 p.m. Wakeup calls are made at 7 a.m. for all students.

Costs

There is no tuition charge at the George Meany Center. Room and board charge for a student in residence is $70 a day, single occupancy; $50 a day, double. This includes three meals. Students who commute are charged $35 to cover lunches at the Center.

Deposit

A deposit is required with each application for registration in an institute, workshop or program at the George Meany Center. For students who do not live in the area, the deposit is $70 which will be credited to the final bill for room and board. For commuters living in the Washington, D.C. area, the deposit is $35. Those applying for the institute at the University of Oregon, Eugene, must enclose a deposit of $25.

The deposit is refundable if registration is cancelled and notice of cancellation is received by the Wednesday before the program. Please make check payable to the George Meany Center for Labor Studies.

The Center asks each participant to settle for the bill by cash, personal check, American Express, Master Charge, Visa or Bank Americard before leaving the campus.

Dress

Dress is informal at all times. Those who want to take part in athletic activities should bring sports clothes.

Discipline

A labor studies institute is no junket. All who come should do so with serious purpose. All sessions start on time. Participants are expected to be prompt. The Labor Studies Center is free to cancel anyone's registration at any time.

Certificates of Completion

Participants will be expected to attend all sessions. The Center will award certificates on the basis of full attendance.

Application to Register for Labor Studies

Registrar
George Meany Center for Labor Studies, Inc.
10000 New Hampshire Avenue
Silver Spring, Maryland 20903

_____, 1985
date

Please enroll me in the following institute. Enclosed is a deposit of $ _____

_____
subject dates location

Name of applicant: Mr./Ms. _____
please print

Address _____

_____
city state zip

Sponsoring Union _____ ☐ Check Box if fulltime officer or employee or rep.

Applicant's Union Office or Position _____

Office Phone _____/_____ _____
area code Signature

Please enclose a check for $70 per institute as a deposit to be credited to room and board charges. $35 is required of registrants living in the Washington, D.C. area who commute to class. This covers commuters' lunches for one week.

A $25 deposit is required for enrollment in institute at the University of Oregon. This deposit will be refunded after the individual has completed the institute.

Deposits will be refunded if notice of cancellation is received by the Wednesday prior to the program. Please make all checks payable to the George Meany Center for Labor Studies.

continued from preceeding page

agenda? What solutions and contract language are being tried?

Leadership—How can we build support for action on these issues? How can women gain influence and have a say in bargaining, organizing and all the day-to-day tasks of union leaders?

Women from blue collar, clerical, professional and service jobs—public sector and private sector—can benefit from comparing problems and discussing different approaches worked out by their unions. Sessions of this institute will promote this dialogue.
Coordinator: Marjorie Rachlin

★ Effective Union Action for Civil Rights

Apr. 21-25, 1985

The AFL-CIO Civil Rights Department's annual conference on Effective Union Action for Civil Rights is planned especially for Civil Rights and Women's Rights Designees of AFL-CIO unions. The conference is useful as well for all union staff members and elected officers interested in this important subject.

The conference includes reports and discussion on current issues of civil rights activities and law. Participants have an opportunity to exchange ideas with government officials, with academics and leaders of organizations with a particular commitment to civil rights and equal opportunity.
Coordinator: Jacqueline Brophy

★ The Changing Workplace

Apr. 28-May 1, 1985

The workplace of the future will be vastly changed from that of the past. Not only will the physical aspect of the workplace be different, but the workers themselves will have different characteristics and the place will be managed differently.

The role of the union in this new workplace will also have to be different. These topics will be explored in this "look into the future."

★ Organizing Techniques I

May 12-17, 1985

This program is for full-time international or local union staff members who have responsibility for organizing.

Participants will discuss the changing nature of the work force. A simulated organizing exercise will teach the mechanics of an organizing campaign. The exercise will be video taped so participants can see themselves in action as organizers. You will work with prospective members, interviewing workers to determine interests and issues. You will discuss ways to develop leaders and make an organizing committee work effectively.

The course de-emphasizes the legalistic approach to organizing, but it will cover the law on organizing and Labor Board procedure—from the organizer's viewpoint.

Participants will study sophisticated anti-union techniques being used by employers and labor relations consultants to defeat workers' efforts to organize. Countervailing measures will be suggested.
Coordinators: Russell Allen & Harry Millstone

★ Advanced Editing Skills

May 19-24, 1985

This is a class for union editors who have completed the Newswriting and Editing workshop and are ready for more coaching. Instruction will focus on three editing skills:

Layout and Makeup—Type selection, making your layout more interesting, using boxes, the primary optical area and eye path, legibility, and copy fitting.

Picture Editing—Picture sources, posing pictures, cropping, reducing and enlarging, pairing pictures, picture series, picture pages, line art, screens.

Headline Writing—Headline type faces, headline type sizes, headline grammar and punctuation, character counting, news heads, feature heads, pitfalls and traps.

Thursday the class will divide into teams, each to produce its own newsletter. Those newsletters will be critiqued at the final session Friday by the President of the International Labor Communication Association.

The class will be limited to 20. Participants will be asked to bring copies of one recent issue for critiquing on layout, pictures and headlines.
Coordinator: Gordon Cole

★ Advanced Skills for Union Leaders

June 2-7, 1985

Successful union leaders have many abilities, a keen political sense and a knack for getting along with people. Strong personal skills are a useful supplement. This institute is offered to help you sharpen skills you need in union work. The program focuses on:

Public speaking—There'll be daily coaching sessions in speaking to groups. The classes will be video taped so you as well as the instructor can critique your presentation.

Faster reading—You can learn to read faster through the use of exercises and through practice on an automatic reading pacer. You'll be offered aids to concentration and comprehension.

Clearer writing—You'll be given guidelines to help you organize and write more persuasive letters, reports and articles.

Parliamentary procedure—You'll learn to chair meetings more effectively. Knowledge of proper procedure and confusion-free leadership will steer your group to sounder union decisions.

Dealing with anger and stress—Leaders are often confronted by anger and stress in themselves and others. In this institute you'll learn techniques for handling them.

Instructors are specialists from the labor movement who know what your work is like. The sessions will be heavy on participation and light on lectures.
Coordinator: Gene Morrill

★ Occupational Health & Safety

June 2-7, 1985

Every year hundreds of thousands of workers get sick and die as a result of exposure to toxic substances on their jobs. Thousands more are killed in the workplace because of hazardous conditions. And thousands are injured because of unhealthful or unsafe conditions that could have been prevented.

This institute is designed to provide union officials with a range of skills necessary to respond effectively to the complex problems relating to chemical and physical hazards in the workplace.

After this five-day program, a union representative should be able to use a mix of problem-solving approaches: contract negotiations, grievance procedure and arbitration, safety and health committees, OSHA inspections, the OSHA appeals process, other government safety and health agencies, and mobilizing community support around health and safety issues.

Participants will be coached in recognizing health and safety hazards, the nature and cause of occupational diseases, relating specific OSHA standards to workplace conditions, worker and union rights under OSHA, using the media for safety and health purposes; and dealing with occupational safety and health issues in negotiating and administering a union agreement. The subjects will be geared to the current public policy on occupational safety and health.
Coordinator: David G. Alexander

★ Plant Closings

June 9-12, 1985

This program seeks to define the union's role when the employer plans to close the plant. It will deal with legal, economic and social aspects of plant closings: how to prevent them, if possible, and how to cushion their impact. Discussion will center on what can be done to help workers tide over themselves and their families and their communities and make the transition to new jobs.

Participants will examine the bargaining rights of a union where a plant is closing, everything from transfer rights and relocation pay to severance pay and pension rights.

Proposed plant closing legislation will be examined. Case histories of plant closings will be the basis for discussion.

Programs available from the federal government to help workers, corporations and communities will be studied as well as the European experiences.
Coordinator: Jeffrey MacDonald

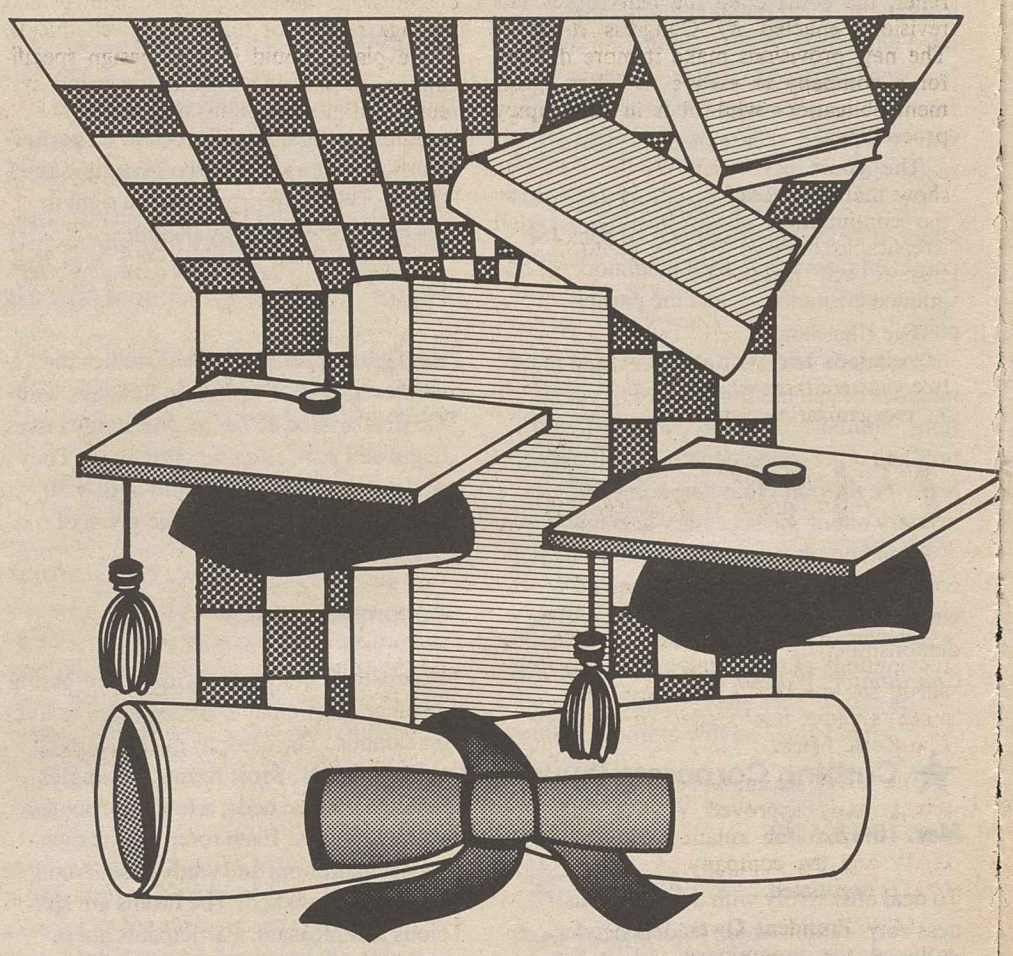
★ Fact Finding & Interest Arbitration

June 16-21, 1985

This institute will examine the experience of unions with both interest arbitration and fact finding. There is now considerable experience with the arbitration of contract terms, particularly in the public sector. Many states require interest arbitration of the protective services and a few require it for all public employee disputes. In other states it is offered as an alternative, or may be agreed to by the parties.

This institute will examine the variety of forms of interest arbitration, and the use of fact finding as a way of settling public employee contract impasses. It will analyze the impact on bargaining and the strategies that are effective with the various forms of interest arbitration. Attention will be paid to the preparation of both fact-finding and interest arbitration cases.
Coordinator: Lawrence Rogin

College degree candidates in for week-in-residence Jan. 27



More than 60 officers, staff, and other union activists of AFL-CIO unions will attend this year's first week-in-residence for students working for college degrees, Jan. 27 to Feb. 2, at the George Meany Center for Labor Studies.

The participants choose two courses to study during the next six months. Among the subjects offered this year are Collective Bargaining, Labor and the American Political System, Labor Movement Past and Present, Labor Law, Economic Policy Issues, Industrial Sociology, American Unions Face the Future, Understanding Economic Measures, and American Literature of Social Protest.

While they're on campus the students meet daily with two professors and do the first written assignments for their courses. At the end of the week they go home and complete their remaining assignments over the next five months, sending each to the instructors and getting back comments.

Since the program started eleven years ago, participants have come from 47 states including Alaska and Hawaii and from nearly as many AFL-CIO unions. The three who will receive their degrees on Jan. 30 bring to 73 those who have earned the Antioch University degree of Bachelor of Arts in Labor Studies.

The week-in-residence is held twice every year—in January and July. For more information write to College Degree Program, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903.

'It can happen here'

Toxic chemicals pose a worldwide hazard

The toxic gas leak that killed more than 2,000 people and injured tens of thousands more at Union Carbide's chemical plant in Bhopal, India, is stark evidence of a peril that exists worldwide, including the United States, according to AFL-CIO Occupational Safety & Health Director Margaret Seminario.

"So far, the United States has been spared wholesale disaster," she said, "but chemical accidents involving the deaths of dozens of workers and forcing the evacuation of up to 7,000 local residents at a time are ample proof that it can happen here. The Bhopal catastrophe highlights the need for government, industry and unions to work together to make sure it doesn't."

Since it is ignorance, not familiarity, that breeds negligence and complacency, she said, "America's first need is for strong federal, state and local right-to-know laws to arm workers and the public with knowledge about the dangers they face. Secondly, we need much stronger federal exposure standards and safety regulations and more effective in-plant and community-wide safety programs."

Along with the explosive and volatile methyl isocyanate that caused India's tragedy, a wide range of other toxic chemicals, such as chlorine, phosgene and hydrogen sulfide are in common use in the United States. Most exposures occur in the workplace, where these substances are used in the production of other chemicals, but since they are shipped by rail, truck and aircraft to plants all over the world, the potential for accidental emission exists virtually everywhere.

Yet, Seminario pointed out, "there are no federal regulations that deal specifically with prevention and management of chemical accidents in the workplace or in the community, nor are there adequate regulations dealing with the transport of highly toxic chemicals."

Under Reagan Administration policies, most of the chemical industry, including Union Carbide's methyl isocyanate plant in Institute, W.Va., has been exempted from routine OSHA inspections, and federal "right-to-know" regulations have been weakened and riddled with "trade-secret" loopholes. Right-to-know laws adopted by 20 states to fill the vacuum, largely at the behest of the labor movement, are under challenge by the chemical industry on the grounds that they are onerous and unnecessary.

More regulation

"America needs more, not less, regulation of hazardous chemicals," Seminario said. "Along with requiring full disclosure of chemical hazards, OSHA and the Environmental Protection Agency should require all manufacturers and users of toxic chemicals to develop plans to control and manage release of highly toxic chemicals. These plans should include design specifications, monitoring systems, warning systems, routine inspections and maintenance, backup systems, training, emergency response measures and evacuation plans for workers and communities."

If government fails to act, Seminario said, unions should try to strengthen health and safety provisions through collective bargaining, as the Steelworkers did in 1980 by negotiating comprehensive inspection, new technology and training programs to eliminate carbon monoxide hazards in the steel industry.

Bankruptcy court rules airline must honor pact

Cleveland—A federal bankruptcy court ruled that Wright Air Lines cannot abrogate its union contracts while undergoing reorganization.

In a Nov. 13 decision, the court denied the commuter line's request for immediate, interim relief from its agreement with the Air Line Pilots. ALPA represented about 110 Wright pilots at the time of the bankruptcy filing in September.

In turning down the request for interim relief, the court cited the bankruptcy law revisions enacted by Congress in June. The new provisions make it more difficult for a company to escape its labor agreement obligations while it is in bankruptcy proceedings.

The court held that Wright failed to show that "the relief sought is essential to the continuation of its business or that irreparable damage to the debtor-in-possession will result if the relief is not granted."

The Cleveland-based firm had just ended negotiations and was about to sign a new two-year contract when it filed for Chapter 11 reorganization bankruptcy.

United Negro College Fund opens the doors to higher education for thousands of young people through its financial support.

Kirkland leads labor's drive for support of black colleges

Among organized labor's proudest achievements is its historic role as a champion of the right of all Americans to education, and that philosophy translates into direct action in the AFL-CIO's long support of the United Negro College Fund.

This year AFL-CIO President Lane Kirkland, with the endorsement of the federation's Executive Council, is serving as UNCF's labor chairman for its nationwide fund-raising telethon to be broadcast in nearly 100 cities on Dec. 29.

The telethon, "Lou Rawls' Parade of Stars," is in its fifth year, and it is the first national telethon ever devoted to raising money for education. The 12-hour show will begin at noon.

Kirkland, in agreeing to lead this year's support effort by the AFL-CIO and its affiliates, stressed the crucial importance of higher education in fortifying Americans to deal with the most pressing problems while building a just and prosperous future.

"The black colleges were founded a century ago on such dreams of a bright, free future, and they continue today to satisfy the thirst of young people for knowledge and progress," Kirkland said.

Many of the schools that comprise the United Negro College Fund are in extreme financial difficulty, Kirkland observed in a letter to unionists urging support of the fund.

"If these institutions cease to exist, we will be denying countless numbers of black youngsters the equality of opportunity so vital to their futures and to the future of our nation," he said.

Significant role

Kirkland said the AFL-CIO, including its Departments of Education, Civil Rights and Community Services, will be playing a "significant role" in UNCF's programs "in keeping with the federation's long-standing commitment to higher education and the need to provide upward mobility for all of our youth." Kirkland recently hosted a Washington reception for fund officials to acquaint trade unionists with the UNCF's needs and programs.

The 42 private, predominantly black colleges of the United Negro College Fund enroll some 45,000 students annually. Although they make up less than 4 percent of American colleges, they enroll 35 percent of all black students attending four-year colleges and universities.

Many UNCF colleges are well over a century old, founded in the mid-1850s or after the Civil War to feed the hunger of young black Americans for education and a better life. Students at UNCF schools say they choose to attend them because they offer high academic standards, small classes and individualized attention and a unique environment available only at a predominantly black college.

Lower tuition is also an attraction, since the cost of attending a UNCF school is about two-thirds less than at comparable private colleges nationally. Most students at UNCF schools are the children of low-income families who can provide little or no financial help. The UNCF reports that 90 percent of all students in its affiliated colleges need scholarships and loans.

40-year effort

Under the motto, "A mind is a terrible thing to waste," the fund has raised more than $350 million for its member institutions since its founding in 1944.

The UNCF relies on contributions from business, labor, foundations, civic and other organizations, students and other individuals. The AFL-CIO has been a long-time supporter.

Among the graduates of UNCF colleges have been Martin Luther King, Jr., Olympic champion Edwin Moses, Metropolitan Opera soprano Leontyne Price, singer Lionel Ritchie, Mayors Andrew Young of Atlanta and Ernest Morial of New Orleans and the late Gen. Chappie James, first black four-star general in the Air Force.

The "Parade of Stars" telethon Dec. 29 will be hosted for the fifth year by singer Lou Rawls who helped begin it. More than 50 nationally known performers are scheduled to appear during the 12-hour broadcast that starts at noon.

UAW reaches accord with Mazda

Detroit—The Auto Workers and Mazda Motor Co. have reached preliminary agreement on a pact that provides for recognition of the union as bargaining agent for workers at the Japanese automaker's plant now under construction in Flat Rock, Mich.

The UAW international executive board unanimously approved a letter of intent with Mazda for relations between the UAW and the company until a full contract is negotiated.

UAW President Owen Bieber, who negotiated the preliminary agreement with UAW Vice President Stephen P. Yokich, said the letter of intent will help the union and the automaker "build a relationship on the strongest possible footing."

Bieber stressed that the UAW in the pact recognizes and makes allowances for "the huge investment Mazda is making and the importance of success in this venture to both Mazda and the union."

At the same time, it insures "that Mazda workers will enjoy the full benefits of UAW representation." An estimated 3,500 employees will work at the Flat Rock facility.

The Mazda plant is being built on the site of a former Ford Motor Co. plant. Ford owns 25 percent of Mazda.

Recognition provision

The UAW said the letter of intent provides for preferential hiring of qualified workers laid off when the Ford plant was closed as well as for other laid-off Ford workers. At least a majority of the Mazda workers will be former UAW-represented employees, and the union will be automatically recognized as bargaining agent.

The preliminary agreement calls for a temporary wage and benefit package, job probation and grievance procedures to be in place when the plant opens, with the stipulation that talks for a complete agreement will begin within three months of the start of car production at the plant. Negotiations will be concluded within six months of start-up.

The letter spells out some provisions that the parties have agreed will be part of the final agreement. Among them, base wage rates will be at 85 percent of then-current Ford rates, to be raised to full parity by the end of the three-year agreement.

Also, full cost-of-living adjustments will be provided, based on the U.S. consumer price index, and the company agreed that outside contracting will be discussed in collective bargaining.

The pact also provides for a major benefit package covering vacation, holidays and leave, retirement and insurance plans.

Health and safety committees and an employee involvement program are spelled out as are overtime and shift premiums, and a new-hire wage rate that starts workers at 85 percent of standard rates with a guarantee of full rates in 18 months.

The UAW said the letter also calls for "a blending of cultural approaches and operating flexibility" in the way the plant is run.

Meanwhile, UAW members at the joint General Motors Co. and Toyota Motor Corp. plant in Fremont, Calif. saw their first new car roll off the assembly line Dec. 10.

The UAW negotiated an agreement with the GM-Toyota venture after the companies agreed to cooperate on making cars at the plant once owned solely by GM. Most employees in the plant, known as New United Motor Mfg. Co., are workers laid off when GM shut it down in 1982.

Berge named chairman of railroad labor group

President Ole M. Berge of the Maintenance of Way Employes has been elected chairman of the Railway Labor Executives' Association to succeed President Fred A. Hardin of the United Transportation Union.

Also elected at the RLEA meeting were President Richard A. Kilroy of the Railway & Airline Clerks to continue as executive secretary-treasurer and President C. E. Wheeler of the Railway Carmen to serve as vice chairman.

Pay key issue in Chicago's school strike

Chicago—With other key issues settled, disagreement on the terms of a new wage package is keeping some 28,000 Chicago Teachers Union members on the picket line in the second week of their walkout that began Dec. 3.

Meanwhile, about 12,000 other non-teaching employees remain on strike while the 17 local unions that represent them bargain with the city's school board.

CTU President Jacqueline Vaughn said the union and the Chicago Board of Education "are close" to an agreement on a raise and a bonus, "but we sure need to get closer."

Although the school board had sought pay concessions, the union fought for a raise, insisting that the board had enough money in its current budget to pay for a fair increase.

The parties are still hammering out the size of the raise, the amount of a bonus payment, and how the package will be apportioned among the various teacher job classifications.

But Vaughn said that even if there is a settlement, the teachers won't go back to the classrooms with the city's 431,000 students until the school board reaches agreements with the other school unions.

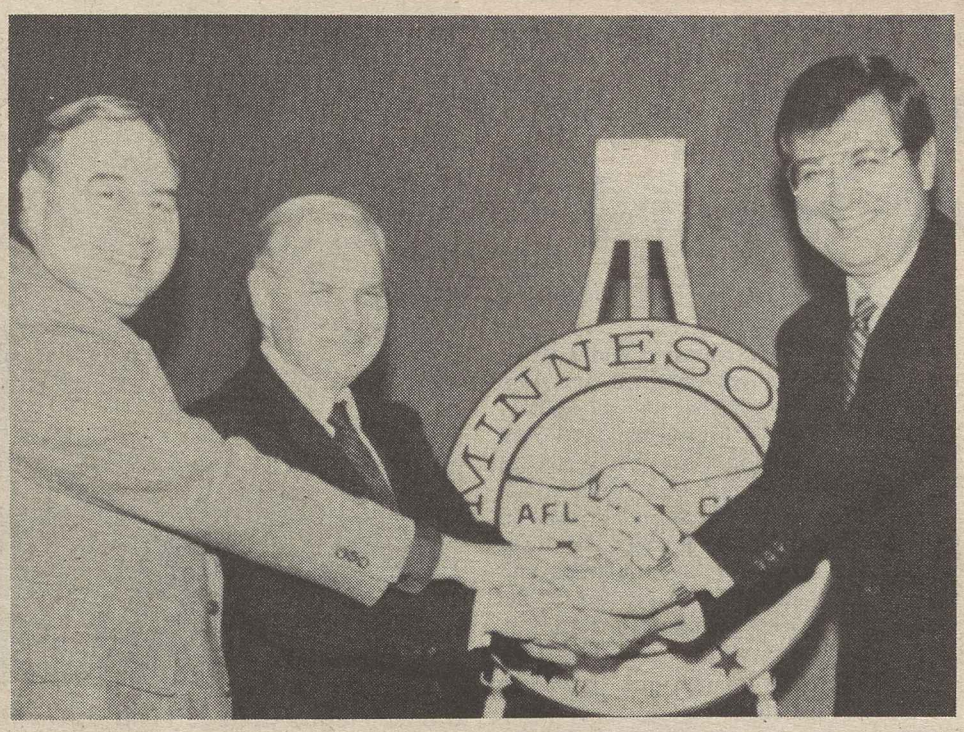
Near agreement

Marathon bargaining sessions have produced agreement on most issues including the health plan, strengthened agency shop language and COPE check-off procedures.

The Teachers' affiliate scored a major victory over the concession-minded school board when it won restoration of fully paid health insurance program after the board unilaterally decided to start deducting part of the premiums from paychecks. CTU said the board has now agreed to work with the union on medical cost containment rather than cost shifting.

The teachers' contract expired Sept. 1, but the union's members voted in August to extend the old terms to December in hopes of reaching a settlement without a strike. Talks have been going on since last May, the union said.

Non-teaching employees on strike include building custodians, lunch room workers, skilled trades workers and others.



Retiring Minnesota AFL-CIO President David K. Roe, center, with his successor, Dan Gustafson, left, and new Sec.-Treas. Bernard Brommer.

David Roe set to retire Jan. 1 as head of Minnesota labor

St. Paul, Minn.—David K. Roe, president of the Minnesota AFL-CIO, will retire on Jan. 1, 1985, and the state federation's executive board elected Sec.-Treas. Dan Gustafson as his successor.

Roe announced his retirement at the Nov. 30 meeting of the executive board. He was voted the status of president emeritus and will remain on the payroll of the State AFL-CIO as a legislative consultant through Apr. 30, 1985.

After joining the Railway Clerks in 1946, Roe became a member of Lathers Local 190 in 1947. He was elected local vice president in 1951, business agent in 1952, and business representative of the Minnesota State Building Trades Council in 1954. He became president of that council in 1956 and president of the State AFL-CIO in 1966, after having been a vice president for nine years.

During his 18 years as president of the state federation, Roe expanded its political and legislative activities. He considers his "greatest achievement" as getting major planks of labor's legislative agenda enacted by the state legislature.

He cited particularly the years between 1973 and 1978 when Minnesota passed its minimum wage law, upped weekly benefits for unemployment compensation and workers' compensation, enacted a public employee bargaining law, a prevailing wage law, a state safety and health program and a number of other labor-related laws.

Roe told the executive board members that his retirement is based on his desire to spend more time with his grandchildren, to be able to devote time to his post as a University of Minnesota regent and to actively lead the task force to create a national labor interpretative center in Minnesota. He was named to head the task force by Gov. Rudy Perpich.

New leader

Gustafson, 57, will fill out the remaining three years of Roe's presidential term. He noted that Minnesota's organized labor movement faces a different legislative scenario in 1985 with the House controlled by independent Republicans. But he said he is hopeful that "reasonable people can reach accommodations."

Gustafson has been secretary-treasurer of the state federation since 1978 and a vice president from 1966 to 1978. A member of the Plasterers, he previously headed the Minneapolis and Minnesota Building Trades Councils.

Executive Vice President Bernard Brommer was elected by the executive board to be the new secretary-treasurer in January. Brommer, 44, headed State, County & Municipal Employees Council 6 before being elected to the state federation post in 1979.

Retail hiring brings dip in jobless rate

Civilian unemployment last month fell two-tenths of 1 percent to 7.2 percent, largely due to Christmas hiring by retail stores, but manufacturing employment was at a virtual standstill, the Bureau of Labor Statistics reported.

The official jobless rate of 7.2 percent for November still was historically high and failed to indicate the true extent of unemployment in America.

The Full Employment Action Council, a coalition of labor, religious, civil rights, and other groups, estimated the "real" rate last month was 12.8 percent. This covers not only those workers the government classifies as jobless but also 1.2-million "discouraged" workers who have stopped looking for work and 5.4-million others who can get only part-time work.

Nearly all the new jobs created in November were in service industries. BLS Commissioner Janet L. Norwood told a congressional panel that about 40 percent of the 286,000 rise in employment resulted from a larger-than-usual increase in retail trade jobs due to the holiday season.

Appearing before the Joint Economic Committee, Norwood said that while the service-producing sector continues to do well, the manufacturing sector continues to be "relatively flat."

No growth

"Indeed, there has been virtually no growth in factory jobs since summer," she said, adding that in the apparel, textile, shoe and leather industries "every month they seem to be losing more jobs."

Although the jobless rate improved in November, those people who lost their jobs faced a longer wait until their next job. The average time spent unemployed rose from 16.5 weeks in October to 17.5 weeks last month, BLS said.

The November rate compared with a rate of 7.5 percent in both July and August and 7.4 percent in September and October. By another measure that includes members of the armed forces stationed in the United States, the jobless rate declined by three-tenths of 1 percent to 7 percent.

Unemployment among black workers dropped to 15 percent from 15.4 percent last month, but for black teenagers joblessness was virtually unchanged at 40.8 percent. For workers of Hispanic origin, the rate fell from 10.9 percent to 10 percent.

The overall improvement did not affect adult men. Their jobless rate remained unchanged over the month at 6.3 percent. The rate for adult women, however, declined from 6.9 percent to 6.6 percent. The rate for teenagers was down substantially over the month to 17.5 percent from October's 18.8 percent.

New job protection rules sought by Flight Engineers

Orlando, Fla.—Regaining labor protection provisions for airline workers displaced by deregulation and retention of three-person cockpit crews for passenger aircraft headed the agenda for the Flight Engineers' 36th convention.

FEIA President William A. Gill, Jr., in his report to the 75 delegates from chapters around the world, noted that the U.S. Airline Deregulation Act of 1978 contained a provision that affected workers would be protected by having the "first right of hire" by another airline hiring employees in their class and craft, and they would be entitled to compensation for lost pay, up to a maximum amount.

The first-right-of-hire provision was made final by the Labor Dept. this year, and when the Civil Aeronautics Board began investigations to determine whether certain workers had been affected, the airlines went to court. The result, Gill noted, was a court ruling that the labor protective provisions were unconstitutional because the Act gave Congress veto power over the regulations adopted by the Labor Dept.

Gill's report stressed that the union is working for new legislation that would preserve the worker protections while eliminating the congressional veto.

On the continuing battle to retain three-person crews composed of two pilots and a flight engineer on most airline flights, the FEIA has lost some ground, Gill reported. A number of manufacturers of new twin-engine aircraft are proposing that their planes be flown by two-person crews.

Gill stressed, however, that the union maintains the right to negotiate for three-member crews on these newer twin-engine planes, as the Australian chapter has done. The French chapter has gained the right to have a flight engineer occupy the second seat in a newly certified license that allows for a flight engineer trained as a pilot.

The FEIA is also battling the Federal Aviation Administration's efforts to institute a 120-minute rule that would double the current length of time in which a twin-engine aircraft can fly on a single-engine at cruising speed in zero wind conditions in order to reach the nearest suitable airport.

85 percent of routes

Such a change in regulations, similar to one being proposed by the International Civil Aviation Organization, would affect some 85 percent of all world air routes, Gill pointed out.

The FEIA delegates pledged support for the efforts of unionized workers who were thrown out of their jobs in the bankruptcy action taken by Continental Airlines. The resolution saluted the "courage, strength and sacrifice" of the workers in maintaining their strike against the airline.

Jerry Austin, executive vice president and secretary-treasurer of FEIA, was re-elected to a second two-year term as was Charles L. Hunt, vice president-technical.

Democrats in House, Senate stay with leadership teams

Senate Democrats re-elected West Virginia's Robert C. Byrd minority leader, squelching by a 36-11 vote a late challenge from Lawton Chiles of Florida. California's Alan Cranston was unopposed for re-election as assistant leader.

Earlier, the House Democratic caucus had re-elected Speaker Thomas P. O'Neill, Jr. (Mass.) and Majority Leader Jim Wright (Tex.). Also elected without opposition were Richard A. Gephardt (Mo.) as chairman of the Democratic caucus and Mary Rose Oakar (Ohio) as secretary. Outgoing chairman Gillis W. Long (La.) had served the maximum two terms as chairman. Oakar succeeds Geraldine Ferraro, who gave up her House seat to run for vice president.

In both bodies, however, Democratic leadership battles are likely two years from now. O'Neill has served notice that he will retire after this Congress.

In the Senate, Chiles this year offered himself as a "new" and more telegenic face, but Byrd had already collected commitments from a majority of senators. Democrats see a good chance of winning a Senate majority in the 1986 elections, and the list of contenders for the more presigious post of majority leader is likely to be large.

The most contested issue in the House Democratic caucus was an unsuccessful attempt to change the rule barring anyone from serving for more than three consecutive two-year terms on the Budget Committee. Both outgoing Chairman James R. Jones (Okla.) and Leon E. Panetta (Calif.), who hoped to run against Jones for the chairmanship, supported a change.

The caucus voted 124-115 against the rules change, setting the stage for a battle for the chairmanship when the caucus reconvenes on Jan. 4. The announced contenders are Rep. William H. Gray, a liberal black congressman from Pennsylvania, and Martin Frost of Texas, who is campaigning as a centrist "who can unite all factions."

EDITORIALS

Shoot the Messenger?

THE ELECTION is more than a month over, and there is no point beating a dead horse. President Reagan won his second term by a convincing majority, and he is fully entitled to view the outcome as a vote of confidence.

But the President is reaching too far when he tries to interpret the vote as a blank-check mandate for the horrendous budget cuts he will seek from the next Congress.

Throughout the campaign, Mr. Reagan scoffed at the suggestion that he had some "secret plan" to deal with the federal deficit but didn't want to tell the voters about it in advance of the election.

Nonsense, the President assured us all. If the rise in federal spending is merely trimmed from 6 percent to 5 percent a year, continuing economic growth will bring in more revenue without a tax increase and the deficit will wither away.

It was a comforting message for most of the voters.

If we are to accept White House assurances at face value, Mr. Reagan was astounded to discover after the election that the deficit was more troublesome than he had realized. Suddenly, "draconian measures" are needed to bring it under control.

Some readers may recall that during the presidential campaign debates Walter Mondale challenged the President's easy assurance that the deficit could be overcome without new tax revenues.

"Your own Council of Economic Advisers," Mr. Mondale reminded the President, "are telling you that the deficit is ruining the long-term hopes for this economy."

President Reagan, it now turns out, did take that warning to heart.

One of his "deficit-reduction" proposals calls for abolishing the Council of Economic Advisers.

By all means, let's shoot the messenger who brings bad news.

Sto Lat, Solidarnosc!

JUST THREE YEARS ago, on Dec. 13, 1981, Poland's Communist government sought to crush Solidarnosc, the nation's 16-month-old experiment in free trade unionism.

Under the shield of martial law, the Jaruzelski regime followed the established pattern of totalitarian governments of all ideologies. There were pre-dawn raids on union offices across the country. Solidarnosc leaders and activists were imprisoned. Some would be beaten, some murdered, some put under house arrest or released under restrictions that would loosen or tighten as authorities played the carrot-and-stick game.

Once again, it appeared, the mailed fist had triumphed. The interlude of freedom, won by the shipyard workers at Gdansk under the leadership of a 37-year-old electrician, would be recalled only as a lost Camelot.

That didn't happen. Solidarnosc didn't die. At every opportunity, at every feasible public gathering, at church events, the Polish people have demonstrated their fidelity to its principles.

Nor has the world forgotten.

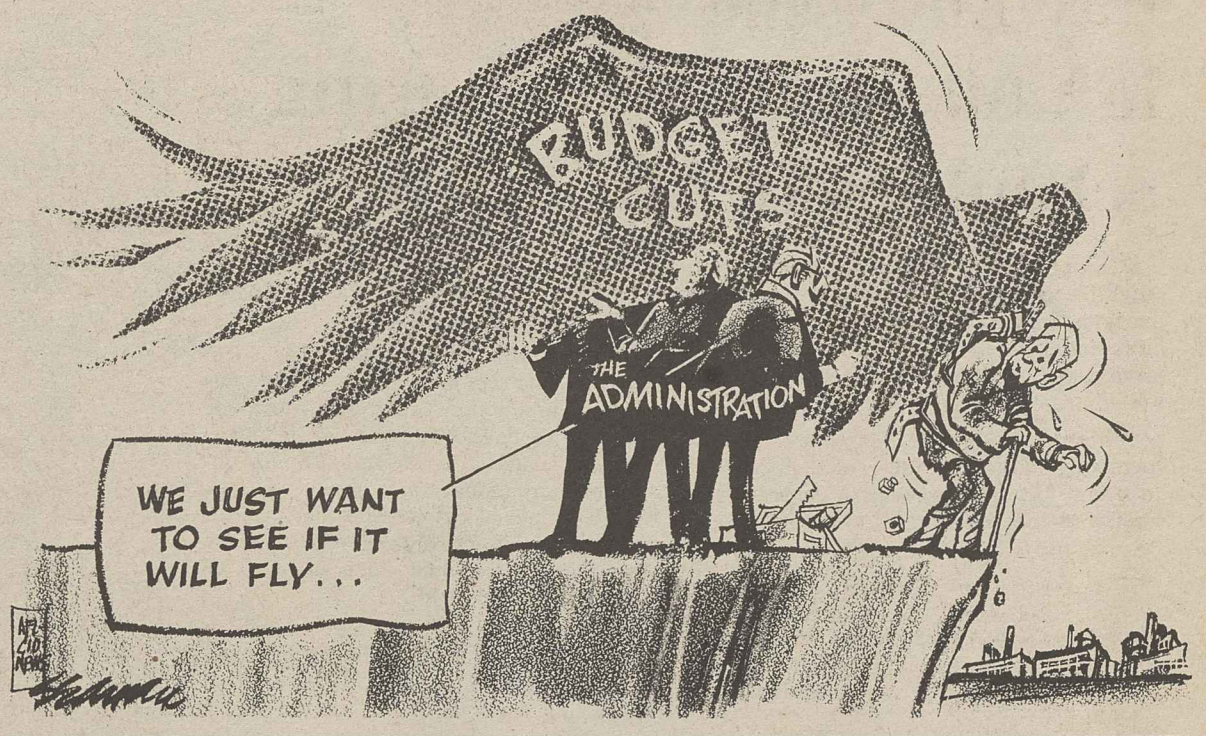
Not just the AFL-CIO but all the world's free unions have time and time again demonstrated their solidarity and pressed their governments to exert the maximum pressure on the Polish regime for the restoration of trade union rights.

In the International Labor Organization, the Soviet bloc could find no allies among the world's workers in its unsuccessful effort to prevent the investigation and condemnation of the suppression of Solidarnosc.

The trade union movement knows that the cause of freedom is indivisible and that its denial must be protested wherever it occurs —whether it be in South Africa, Poland or Chile.

The traditional Polish greeting, Sto Lat, is a wish for 100 years of a good life.

So to our union brothers and sisters in Solidarnosc, Sto Lat— with every confidence that the spirit of free trade unionism will still be alive and well a century from now.



Washington Window

South Africa oppression revives rights coalition

By Press Associates, Inc.

The world has been watching ever since Thanksgiving eve, when District of Columbia Congressional Delegate Walter Fauntroy and two other black leaders were arrested by Washington, D.C., police as they staged a sit-in at the South African embassy.

The results of that rather small beginning have been stunning as daily civil disobedience arrests of members of Congress, labor and civil rights leaders have been combined with mass picketing at the embassy and South African consulates in several cities.

These dramatic protests have activated the old coalition of civil rights, student, religious and labor activists which some shortsighted observers had been pronouncing old-fashioned and irrelevant.

It was that coalition for justice which in the 1960s focused national attention on the unfinished agenda of equal rights and opportunity and won landmark legislation from the Civil Rights Act of 1964 to extension of the Voting Rights Act in 1982.

The re-election of Ronald Reagan underscores the importance during the next four years of the vitality of that same coalition, whether on the streets of Washington and other cities or in the halls of Congress.

Key role in protests

Organized labor has been playing a key and visible role in the protests against the recent wave of brutal repression by the white-minority South African government against the black trade union movement, including the arrest without charge of 21 union leaders.

However, American labor's support for trade union and human rights in that country goes back a long way. In 1958, the AFL-CIO expressed its outrage at the arrest and indictment for treason of 91 union and other leaders for the "crime" of speaking out against the evil system of apartheid. The federation contributed to their legal defense fund and urged others to help.

By 1980, black workers in South Africa had finally won the legal right to belong to trade unions, largely due to international pressure, including that of U.S. unions.

In recent years, the AFL-CIO and the International Confederation of Free Trade Unions have undertaken a major program to assist the development of the embryonic black trade union movement under the harsh conditions of apartheid. This program includes financial and material aid, organizational training, education, and legal defense.

The only chance

In 1981, the AFL-CIO told the House subcommittee on Africa that it viewed "the development of a viable black labor movement as practically the only chance remaining to effect peaceful change in South Africa" and to avoid "a bloody race war."

The federation urged Congress to enact legislation to require U.S. corporations, which have about $2.3 billion invested in South Africa, to give their black workers equal pay and opportunity with whites. American labor also drew the connection between the profits corporations reap from apartheid and the flight of capital, plants and jobs from the United States to South Africa and other nations with a controlled labor force.

The 26-million blacks in South Africa receive subsistence wages, about a third those of white workers, and the pool of black unemployed is well over 20 percent. Yet five of every six South Africans is black.

At a recent Washington press conference at the headquarters of Electronics Workers, three South African union leaders expressed their deep appreciation for American labor's front-line support of the embassy protests.

Calvin Makgeleng, chairman of the Transvaal Branch of the 13,500-member Chemical Workers Industrial Union, described what it's like to be a black trade unionist in South Africa. "We are living in a world of rubber bullets and tear smoke," he said.

AFL-CIO news

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Board rejects demands

Canadian UAW wing moves to split away

Dearborn, Mich.—The Auto Workers' executive board turned down demands of the Canadian section of the union for a more independent role within the UAW, leaving the way open for the Canadians to withdraw from the union.

While rejecting the demands, the 25-member board urged the Canadian branch to reconsider its decision to leave. Canadian members account for about 10 percent of the 1.3 million total membership.

The action came during the board's quarterly meeting in Dearborn, Mich. UAW President Owen Bieber will appoint a panel of board members to work out details of the separation as expeditiously as possible.

"We are a democratic union, and if the members of the UAW in Canada are convinced that their future is best served by separation, they may elect to withdraw," the board said in a statement.

"But we urge them before doing so to consider our common history and our many common bonds and the enormous progress we have made for our membership in Canada and the United States under an international union structure. This is an issue not of personalities nor even of nations but of principles. We earnestly hope that international trade union principles will prevail."

A specific timetable and other details of the withdrawal remain to be worked out. Canadian Director Robert White said that completing the split would take at least a few months. Until the separation becomes final, White, a UAW vice president, will continue to attend executive board meetings.

Bieber said he believes the union will be able to effect the split "in an orderly and proper fashion. . . . We are friendly, and we'll continue to be friendly."

After the separation, the union's Canadian arm will be free to pursue its own course with the auto industry. About half the Canadian UAW membership works at General Motors, Ford or Chrysler plants. The rest work at aerospace, agricultural implement and other companies.

The move to withdraw from the union was unanimously authorized a week earlier by the UAW's 300-member Canada Council, which directed White to seek secession unless the Canadian section was permitted to manage its affairs without being accountable to the international.

Four demands

The Canadians made four specific demands, all of which were rejected by the executive board. These were complete control over Canadian bargaining and Canadian staff members, freedom to merge with other unions in Canada, and direct access to and control over UAW strike funds.

In response, the executive board pointed out that the set of demands conflicted with the letter and spirit of the UAW constitution and, if granted, "would cause the UAW to cease to exist as an international union in any meaningful way."

In addition, the board said:

"By definition, in an international union the international president's involvement in any set of negotiations cannot be construed as 'interference.' Similarly, demands for total Canadian control of union staff and operating funds and for direct, automatic access to the strike fund in Canada are demands which cannot be accommodated in our international union structure."

Two postal unions present case to arbitration panel

Arbitration hearings to determine pay and benefits for more than 500,000 U.S. Postal Service employees got under way in Washington Dec. 11 with opening arguments by attorneys for the workers.

John O'Donnell of the American Postal Workers Union and Keith Secular of the National Association of Letter Carriers told the five-member arbitration panel that USPS contracts proposals were inadequate in light of worker productivity increases and USPS's record profits over the past three years.

APWU and NALC bargain jointly with USPS. Contract talks broke down in July over economic issues after the previous three-year pact expired. Binding arbitration under the Postal Reorganization Act of 1970 was resorted to when the parties failed to reach agreement on new terms within 90 days.

The USPS was expected to respond to the unions' opening remarks by the end of the week. Panel Chairman Clark Kerr scheduled all-day sessions through the weekend and said he hoped to conclude the hearings next week.

3-year package

The two unions are seeking a total increase of 19 to 20 percent in wages and fringe benefits over three years. The USPS wants to freeze wages, end the roll-in of cost-of-living adjustments in basic wage rates, their use in calculating certain benefits, and a two-tier wage system for new employees.

As the hearings began, the USPS revealed it had modified its request for lower pay for new hires. Instead of paying new employees 23 percent less than current workers, the USPS now is seeking a 19-percent differential.

In his opening statement, O'Donnell told the arbitrators that postal workers have lost ground because of the meager terms of their 1981 agreement with the USPS.

"We come to you to ask you to fix the economic areas of our contract," he said. He pointed to USPS surpluses in each of the last three years and to postal employees' productivity boosts exceeding those in the private sector for seven of the last 10 years.

The NALC's Secular, noting that postal workers have been losing ground to inflation as well as to private-sector wages, declared:

"In the best of all possible times, the Postal Service is proposing the worst of all possible contracts."

Arbitration proceedings also are set to begin soon for two smaller unions negotiating separately with USPS—the Mail Handlers division of the Laborers and the unaffiliated National Rural Letter Carriers' Association. These unions, too, were unable to reach a negotiated agreement with the USPS.

Spirit of giving

Dozens of specially dressed dolls and stuffed Christmas stockings, all prepared by AFL-CIO headquarters employees, are readied for delivery to the Salvation Army as gifts for needy children. The federation staff coordinates its dress-a-doll program with the Operating Engineers, and the stocking program is organized by the members of Office & Professional Employees Local 2. From left are Debbie Perkins and Hazel Asbury, who supervises the collections, both of the AFL-CIO Dept. of Organization & Field Services.

AFL-CIO calls for reversal of noise standard decision

The AFL-CIO is backing efforts to overturn a recent U.S. appeals court decision invalidating the hearing conservation amendment to the federal occupational noise standard.

The federation's motion to intervene in the case cited its concern over the Nov. 7 ruling by the 4th U.S. Circuit Court of Appeals. The decision held, in effect, that an employer cannot be required to take any measures to protect workers from exposure to noise hazards unless it can be guaranteed that no non-occupational factors contributed to the workers' symptoms.

In a letter to Robert Rowland, administrator of the Occupational Safety & Health Administration, the AFL-CIO said the result of the court decision is that "there are no legal requirements for employers to monitor excessive noise levels, to provide hearing tests to workers exposed to these high noise levels, to train exposed workers . . . or to assure that when hearing protectors must be relied upon, the devices are properly selected and fit."

The letter notified Rowland of the AFL-CIO's intent to seek intervention in the case and stressed that the federation "has taken this action because we have been unable to gain assurances . . . that the department will continue to stand behind OSHA's Hearing Conservation Amendment and seek rehearing."

The intervention motion was filed with the appellate court on Dec. 11, the same day 14 consumer and professional groups petitioned President Reagan "to instruct OSHA . . . to move vigorously to protect this regulation and appeal this decision."

The following day, during hearings by the House subcommittee on health and safety, Rowland said the agency would appeal the court's noise standard ruling. OSHA spokesperson Chris Graybill later reported that the Labor Dept. probably will seek a full-court review of the decision rendered by a three-judge panel.

Action uncertain

The AFL-CIO motion to intervene in the case noted the uncertainty of the Labor Dept.'s action and stressed that even if it did seek a rehearing, "there is a substantial possibility that (the Secretary of Labor) will not assert the full range of available arguments supporting the amendment's legality."

The court's holding on the hearing conservation amendment, if generally followed, "could well threaten OSHA's authority to promulgate occupational health standards that provide covered workers the protections Congress intended in passing the OSH Act," the federation said.

Six unions ask court order for new benzene standard

Continued from Page 1

down by the Supreme Court in 1980 on the grounds the agency failed to show that the 10 ppm level posed a significant risk to workers.

Additional studies proved there is a significant risk to workers at the current 10 ppm level, but OSHA failed to initiate action on setting a standard. In April 1983, the AFL-CIO, four affiliate unions and the Industrial Union Dept. petitioned the agency for an emergency standard on benzene. The OSHA administator at that time, Thorne B. Auchter, responded in June 1983 that "it is our opinion that prompt agency action is warranted." Auchter pledged to adhere to a timetable for "expedited rulemaking," which would result in a final standard in June 1984.

The timetable called for publication in the Federal Register of a notice adding benzene to OSHA's regulatory agenda in June 1983, a proposed standard to be sent to the Office of Management & Budget by November 1983, publication of a proposed standard by December 1983, hearings by February 1984, ending with final action in June 1984.

One month later, Auchter denied the petition for an emergency standard, but reiterated the agency's timetable for setting a final standard.

OSHA subsequently set up a "benzene discussion group" made up of labor and industry representatives which sought to agree on a joint recommendation for a benzene standard. The group was formed with the understanding that OSHA would not delay its actions on promulgating a benzene rule.

Although the group worked together for nearly a year, it failed to reach a consensus on an adequate standard. On Oct. 11, R. Leonard Vance, director of OSHA Health Standards Programs, wrote the mediators for the discussion group that "no delays have occurred as a result of our waiting for a joint recommendation and, as you know, we are very close to having a proposal ready for OMB review. We anticipate publication of this proposal in the near future."

AFL-CIO news

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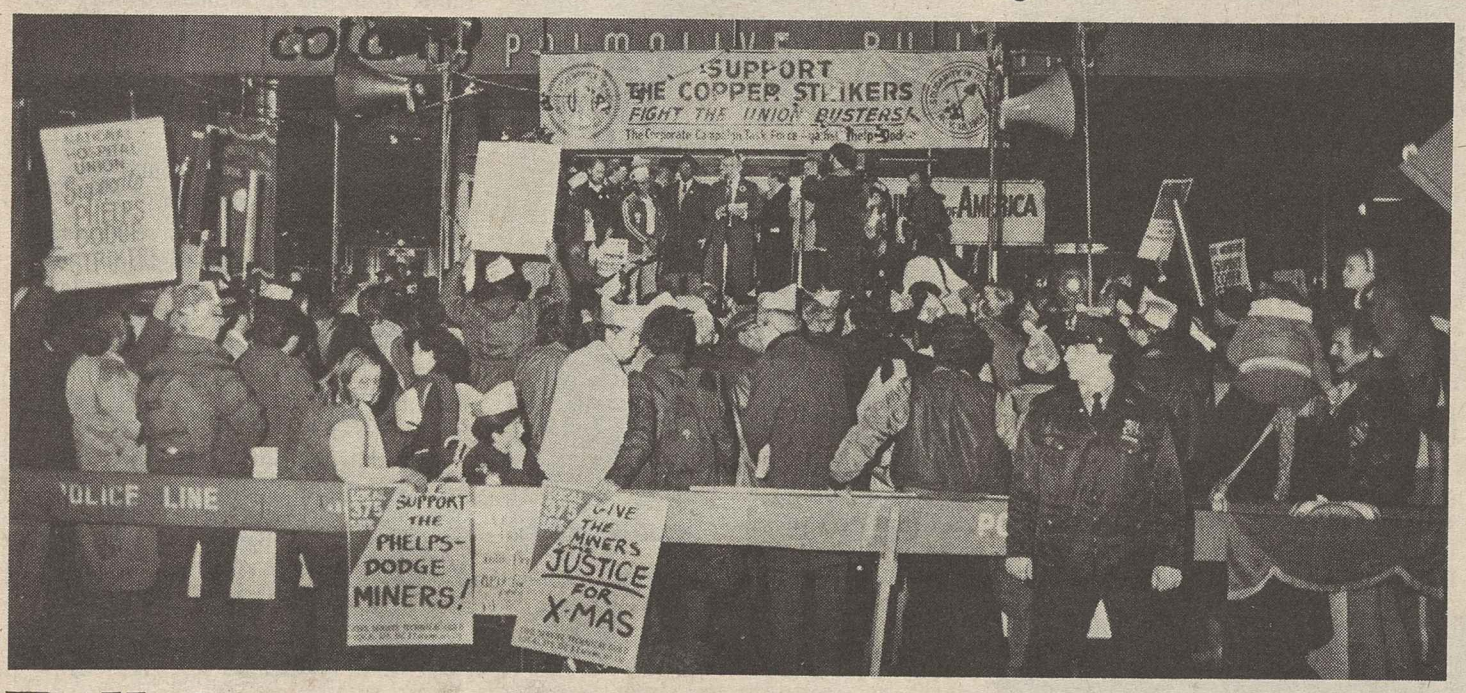
HOLIDAY GREETINGS

Worldwide safety codes pushed



Rallying copper strikers

Phelps Dodge Co. is a union-busting "corporate outlaw," Steelworkers President Lynn Williams tells demonstrators at a rally outside the company's New York offices. The rally was sponsored by the USWA and the New York City AFL-CIO to show support for 1,700 copper workers on strike for 17 months at Phelps Dodge facilities in Arizona and Texas. Food donations collected at the rally were sent to the strikers and their families. (Story, Page 2)

Union groups cite laxity at Bhopal plant

By Arlee C. Green

National and international labor groups are seeking more effective measures to prevent tragedies like the one in Bhopal, India, where toxic gas leaking from a Union Carbide plant killed more than 2,500 persons and injured about 100,000 others.

Several labor groups have asked for independent inquiries into the accident at Bhopal, stressing that apparent lax regulation of the chemical industry in that country allowed the multinational Union Carbide Corp. to operate its plant with major deficiencies.

AFL-CIO President Lane Kirkland was at a Brussels meeting of the International Confederation of Free Trade Unions when it called for "strengthened international standards on the prevention and control of such accidents in large-scale plants where dangerous chemical gases and liquids are used or stored."

The International Federation of Chemical, Energy & General Workers Union (ICEF), which represents some 6 million workers mainly in the chemical industry in 73 countries, called for "immediate action" to initiate an inquiry into the causes and effects of the accident in Bhopal, stressing that only the ILO and the World Health Organization are competent to do such an investigation.

Need for enforcement

In testimony before a House Labor Subcommittee on Health & Safety, Machinists Safety Director George Robinson stressed that American workers "need strong enforcement of safety and health environmental regulations."

Robinson noted that "chemical companies have for too long endeavored through the media to persuade communities of the absence of any real danger they might pose. That myth no longer exists."

The hearing centered on the accident in Bhopal and whether any such danger may exist at Union Carbide's plant in Institute, W.Va., where the firm produces methyl isocyanate (MIC), an extremely

Continued on Page 5

Sluggish growth pace continues for economy

The continuing economic drag was confirmed by preliminary government figures showing the U.S. economy growing at a weak annual rate of 2.8 percent in the current quarter.

In its "flash" estimate of real gross national product, the Commerce Dept. reported that increased consumer demand in the October-December period is being balanced by slower business purchasing to restock inventories.

The sluggish fourth-quarter growth rate was little better than the 1.6-percent annual rate of the third quarter, which itself had been the slowest since 1982.

The flash report is the government's earliest estimate of economic growth. Economists generally believe that a real GNP growth rate of between 3 and 5 percent is necessary to keep up with an expanding workforce.

In a separate report, the Commerce Dept. said the nation's balance of payments deficit rose a record $32.9 billion in the third quarter, increasing the likelihood that the shortfall will exceed $100 billion for all of 1984.

That would be more than double last year's $41.6-billion total and a huge obstacle to a sound economy. Commerce Sec. Malcolm Baldrige said the deficit "probably will rise again next year."

The overvalued dollar is seriously hurting U.S. industry, he said. "To bring down the dollar and stem the trade deficit, we must lower the budget deficit."

Vicious cycle

Government borrowing to finance the budget deficit tends to push up U.S. interest rates which, in turn, attract foreign investors who bid up the price of the dollar relative to other currencies. That makes imports less expensive in the United States and American exports less competitive overseas.

In the third quarter, a 10.2-percent increase in imports swamped a modest 1.7-percent gain in exports. Merchandise imports rose to $88.63 billion from $80.41 billion in the second quarter, while exports inched up to $55.5 billion from $54.56 billion.

The third-quarter rise in the current account of the nation's balance of payments followed the previous record shortfall of $24.7 billion in the second quarter.

Meanwhile, the Commerce Dept. reported further gloomy economic news from the housing industry, which started seven-tenths of 1 percent fewer units last month in spite of good weather, lower interest rates, and increasing sales. November was the second consecutive monthly decline.

A survey by the National Association of Home Builders of December home construction activity already suggests this month will be weaker than last.

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Unions win gains for 40,000 to end Chicago walkout

Chicago—More than 40,000 Chicago teachers and school employees ended a two-week strike after reaching settlements with the city school board that include pay raises, a bonus and other gains.

A tentative agreement was overwhelmingly approved by the Chicago Teachers Union's policy-making house of delegates. It provides for an immediate 4.5-percent pay increase and a one-time bonus of 2.5 percent to be paid in March. The CTU represents 28,000 teachers in the nation's third largest school district.

Agreements also were reached with 12,000 members of 17 unions representing non-teaching employees. All 18 unions struck Dec. 3, shutting down Chicago's 596 public schools. Classes were back in session Dec. 17 following the tentative settlements.

CTU negotiators won the pay raises in the face of attempts by the Chicago school

Continued on Page 4

Zimmerman ties case backlog to NLRB's internal conflicts

By James M. Shevis

Blameshifting and lack of collegiality characterize the current National Labor Relations Board and combine with other factors to tie the agency into knots, a departing member of the panel charged.

In an interview with the AFL-CIO News, Don A. Zimmerman said much of the delay in decision-making that has marked the Reagan-dominated board springs from within. He attributed part of the slowdown to divisiveness between Chairman Donald Dotson and other members, infrequency of board meetings, and to fingerpointing.

Zimmerman, a political independent whose Dec. 16 departure reduced the five-member board's membership to three, urged quick action to restore confidence in the panel that is charged with administering and enforcing the nation's basic labor laws.

Board members have held only four meetings among themselves since the fall of 1983 and have had none since last May, said Zimmerman as he wound up his term. He contrasted the current pattern with previous boards which routinely met twice a week.

This has contributed to the staggering case backlog at the NLRB and has made it difficult to work out compromises to accommodate the views of individual members, Zimmerman observed.

"There might well have been more unanimity in board decisions over the last year and a half if there were more oppor-

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MEMO FROM COPE

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12/22/84

Departing member decries strife within NLRB

Continued from Page 1

tunities for board discussion of the merits of the cases," he said.

"It would also have been an opportunity to work for a consensus on the priority to be given particular cases. As it has been for many months, virtually all the work has been done on paper, with no contact among the board members at all."

The backlog of NLRB cases has shown a dramatic rise during the Reagan Administration, a situation that has drawn considerable attention from several congressional oversight hearings and a great deal of publicity in the press.

Zimmerman said the backlog is now over 1,200 in unfair labor practice charges alone, down from a peak of nearly 1,600.

"There were only about 400 at the time I became a member, which was considered a serious problem then," he said. These are cases involving appeals from decisions of NLRB administrative law judges that are awaiting board decisions.

Zimmerman criticized Dotson's attempts to put the blame on him and Member Patricia Diaz Dennis for the size of the backlog.

This sort of "fingerpointing" over which members were to blame for the backlog of cases has been divisive and reflects "the lack of the collegial process that used to exist at the NLRB," he said.

Looking back on four and a half years with the NLRB, Zimmerman said that it has suffered from three problems, "some of its own making, some not of its making."

First, he said, "it has had to deal with the consequences of a breakdown in the appointive process." The White House has not named a replacement for Zimmerman or for Howard Jenkins, who left the board in August 1983.

"I have had nine different colleagues in my short time on the board as compared to (former Member) John Fanning who, in his 25 years on the NLRB, only had 18."

A second major problem, related to the first, has been the sharp increase in the case backlog, and the third has been the increasing criticism of the board from the nation's 12 circuit courts of appeals.

Reasons for backlog

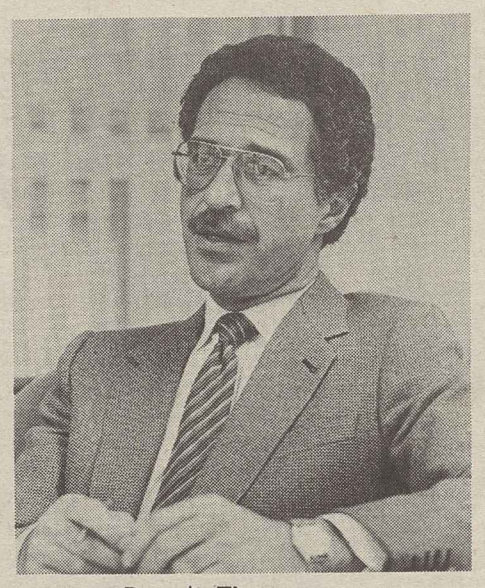
"The erratic changes in the composition of the board and the failure to have a five-member board for most of the five years (of Zimmerman's term) have been significant contributing causes to the backlog problem and the delay in deciding cases," he said.

He recommended that the White House make a greater attempt to achieve a consensus on board appointments and that individuals be selected who are perceived by both labor and employers as being capable of rendering neutral decisions.

"I think that broke down in both the Carter and Reagan Administrations," he said. "Both unions and employers depend on the processes of the National Labor Relations Act, and shouldn't have to wait months and years for decisions and in addition have to suffer the consequences of unexpected decisions in board law."

Zimmerman cited a number of other contributing factors to the case buildup.

One was a decision by the board's majority in early 1983 to "ice" all cases that involved a legal issue it wished to reconsider until a "lead" case arose on that issue.



Don A. Zimmerman

"I don't have an objection in principle to the board selectively holding up decisions in areas it expects to change the law, but I think the board should have been far more selective than it was," he said.

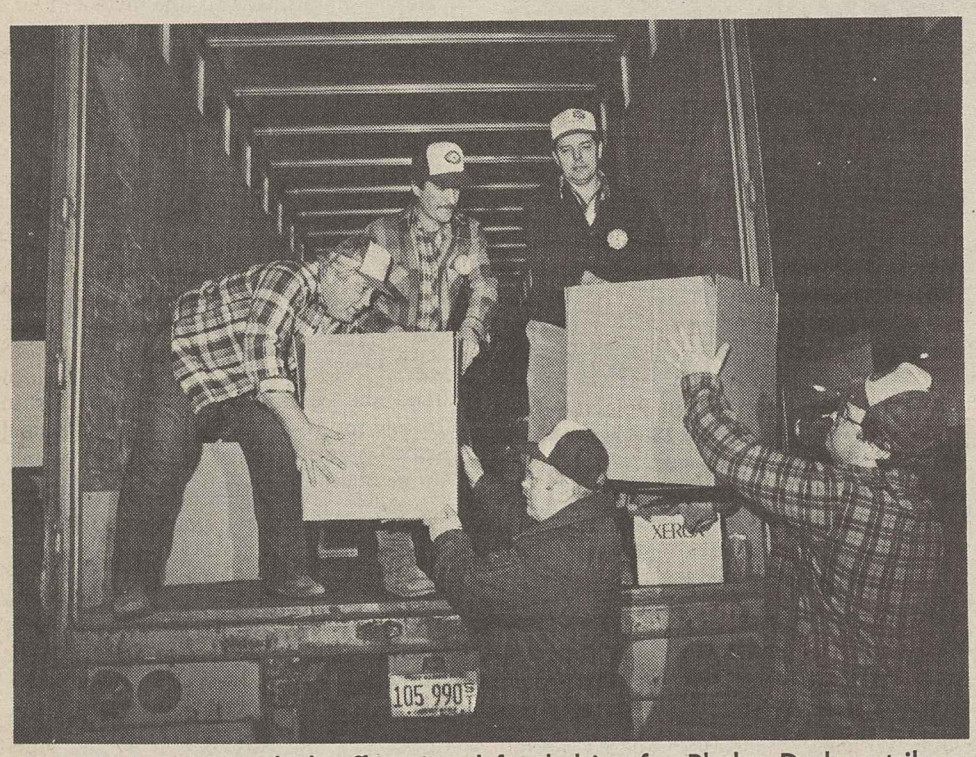
"The cases 'iced' amounted to approximately half the backlog. . . . It would have been preferable, in my judgment, to have selected fewer cases and to have decided the rest according to existing precedent rather than hold up as many as they did."

Court criticism

Criticism of the board from appellate courts is inevitable, Zimmerman said, but the NLRB in recent years has seemed mired in inertia when the courts have differed with its interpretations of law.

"The board has . . . not responded as quickly as it might to adverse decisions of courts of appeals. And in some instances it has gone on for years and years adhering to its interpretation of the (National Labor Relations) Act in the face of sometimes uniform rejection by a number of courts," he said.

Summing up, Zimmerman said he hoped the board would closely examine itself and once again "act in ways that will bring it the respect that it has to have if it is to be an effective public agency."



New York unionists kick off national food drive for Phelps Dodge strikers.

New Yorkers rally support for striking copper workers

New York—More help for beleaguered striking copper workers in Arizona and Texas was generated by the Steelworkers and the New York City AFL-CIO at a demonstration and holiday food collection outside the headquarters of the Phelps Dodge Co. here.

USWA President Lynn Williams told the demonstrators that the rally was intended "to protest union-busting" by Phelps Dodge, the nation's second largest copper producer.

Williams called the company, which has never settled a union contract without provoking a strike, "the premier corporate outlaw in North America."

Solidarity

Such rallies in support of the strikers, he pointed out, show them that the labor movement "has not forgotten their struggle" for a fair and decent contract.

Some 1,700 copper miners have been on strike for 17 months at Phelps Dodge facilities in Morenci, Ajo, Douglas and Bisbee, Ariz., and El Paso, Tex. The USWA is the largest of 13 labor organizitions representing copper miners, smelter workers and other employees.

At the Park Avenue rally, demonstrators helped load gifts of food donated by union members throughout the metropolitan area onto a tractor-trailer truck destined for a strikers' aid distribution center in Tucson.

The labor organizations were joined in the drive and demonstration by local community and religious groups.

In a separate effort to aid the strikers, the USWA is selling a 1985 "Copper Strike Calendar" that includes photographs of key events throughout the strike. Calendars are $3.50 each.

The USWA said the company's headquarters was chosen as the site for the rally to point up the activities of its Corporate Campaign Task Force formed to "expand the dispute from the picket lines to the corporate board room of Phelps Dodge, its bank creditors and Wall Street."

A key objective of the campaign is to inform other unions about the financial ties of several major banks that have made substantial loans to Phelps Dodge.

In October, the USWA withdrew $11.5 million of its strike fund investments from two New York banks that have made loans to Phelps Dodge.

In addition to the USWA, unions representing Phelps Dodge strikers are the Machinists, Electrical Workers, Boilermakers, Operating Engineers, Chemical Workers, United Transportation Union, Plumbers & Pipefitters, Carpenters, Railway Carmen, Painters, the Morenci-Clifton Metal Trades Council and the unaffiliated Teamsters.

Walter G. Davis dies at 64, headed Community Services

AFL-CIO Community Services Director Walter G. Davis died Dec. 18 at Holy Cross Hospital, Silver Spring, Md., at the age of 64. He had recently begun treatments for cancer.

Davis, who lived in Silver Spring, first joined the staff of the AFL-CIO in 1961 as an assistant director of the Dept. of Civil Rights. His career with the federation was interrupted in 1965 when he became the first Deputy Executive Director of the Equal Employment Opportunity Commission, a post he held for 13 months before returning to the AFL-CIO as Director of Education.

In 1969, Davis conducted a feasibility study for the AFL-CIO Executive Council that led to the establishment of the George Meany Center for Labor Studies. He was the assistant secretary of the center's board of trustees before his appointment as Community Services Director in 1980.

His extensive activities in civil rights included a key role in the initiation of the National Urban League's LEAP program, designed to increase black participation in the construction trades through apprenticeship outreach programs.

In a letter of condolence to Mrs. Davis, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue paid tribute to Davis's leadership as a local and national union officer in bringing "stability, dignity and a living wage to thousands of workers."

Career highlights

They cited his achievements as a civil rights strategist and leader in his work for the AFL-CIO and the EEOC, as a "superb educator" and as a "tireless lobbyist" for quality public education.

As Community Services Director "during the worst recession in a half-century," Kirkland and Donahue noted, Davis "threw himself into the task of rallying union volunteers and arousing the conscience of the nation to the plight of millions of unemployed workers."

In carrying out this last assignment, they said, "he gave the best that was in him and, as always, he made life better for others."

Davis was a native of New York City, where he joined the labor movement while working as a skycap at LaGuardia Airport in the 1940s. He was elected president of Local 290 of the United Transport Service Employees in 1952. Six years later he was elected national executive vice president in charge of all collective bargaining with railroads and airlines.

While working full time following Army service in World War II, Davis studied at Columbia University, where in 1956 he earned the degree of Bachelor of Science in Government and Public Law. He subsequently did graduate studies at Columbia's School of International Affairs and attended Brooklyn Law School. On May 25, 1980, Georgetown University conferred on him an honorary degree as Doctor of Humane Letters.

Public service

Davis's career was marked by extensive public service with volunteer agencies and advisory panels on education as well as civil rights.

At the time of his death he was a member of the boards of directors of United Way International and CARE, the international relief agency. He was a member of the advisory committee of the Community College of the United States Air Force, the long-range planning committee of the United Way of America and its subcommittee on the future world of work, the board of governors of the United Services Organization, the National Advisory Council on Alcohol Abuse and Alcoholism, the advisory board of the A. Philip Randolph Institute, and the advisory committee of the Robert Wood/Johnson Foundation on Health Care for the Homeless.

Survivors include his wife, Doris, of Silver Spring; a daughter, Allison J. Davis, of Teaneck, N.J., and two sons, Walter G. Davis, Jr., of Washington and Philip N. Davis, a graduate student at Yale University. The funeral service was to be held Dec. 22 in New York City.

Walter G. Davis

In Poland, South Africa

World unions assail human rights abuses

Brussels—Leaders of the world's free trade unions reaffirmed their support of the emerging black trade union movement in South Africa, and demanded the immediate release of all trade unionists detained by that country's government in the wake of last month's strikes there.

During their three-day meeting, members of the executive board of the International Confederation of Free Trade Unions also marked the third aniversary of the suppression of Poland's Solidarnosc labor union by the Jaruzelski regime with a protest.

AFL-CIO President Lane Kirkland led other free trade union leaders in a march to the Polish embassy to present the ambassador with a copy of the board's resolution reaffirming the ICFTU's unconditional support of Solidarnosc. They were turned back at the gate.

The main focus of the meeting was on the recent events in South Africa where the government brutally put down black unionists demanding basic human rights.

The ICFTU adopted a resolution demanding that the Pretoria government meet with leaders of South Africa's black majority population to develop a constitutional proposal guaranteeing the principle of "one-man one-vote" as well as individual freedoms.

Calling for an end to the apartheid system of racial segregation, the ICFTU urged all of its affiliates to apply pressure on the South African authorities for the release of the jailed black unionists.

It also authorized Gen.-Sec. John Vanderveken to call an emergency conference of the ICFTU to plan further action to bring South Africa into line with internationally recognized labor standards.

One of those jailed last month, Gen.-Sec. Piroshaw Camay of the Council of Unions of South Africa, said there is a pressing need for an attack on South Africa's detention laws. Under the Internal Security Code, blacks have been routinely arrested and held without charge.

Commission of inquiry

Camay, a member of the ICFTU board, proposed that the International Labor Organization establish a commission of inquiry to look into the trade union situation in South Africa as well as the detention laws, and apartheid.

Camay said a policy of selective disinvestment by foreign companies in South Africa might help end the racial discrimination.

While blacks have reached a point of economic integration with white South Africans, they have yet to achieve recognition of their basic human rights. As Director Irving Brown of the AFL-CIO International Affairs Dept., noted:

"The economic integration is running into a head-on collision with the demands for political integration. Blacks aren't going to be satisfied with tidbits until they have secured their full rights."

Agnes Molefe, a director of the Council of Unions of South Africa, thanked the AFL-CIO for its active support of the black trade unions, saying labor demonstrations in Washington and other American cities helped in the release of seven trade unionists, including Camay.

Kirkland and Brown thanked her for recognizing the federation's efforts, but insisted that first and foremost it is the people in black South Africa who are carrying the fight and that they deserved the recognition.

In other action, the ICFTU board adopted a statement on the plant explosion disaster in Bhopal, and urged large-scale emergency and long-term relief to the city and its inhabitatnts.

Federation President Lane Kirkland and Gen.-Sec. Piroshaw Camay of the Council of Unions of South Africa at ICFTU board meeting.

R-Way Furniture accord resolves strike, boycott

Sheboygan, Wis.—Furniture Workers Local 800 negotiated a new three-year agreement after an 11-month dispute with R-Way Furniture Co. here.

The signing of the contract on Dec. 10 ended a national boycott of R-Way products, which had been on the AFL-CIO's "unfair" list since February 1984.

Some 140 UFWA members went on strike Jan. 11 after the company pressed for a package of givebacks, despite the firm's reporting that it was making profits.

The collective bargaining relationship between the local union and R-Way extended back to 1943. The company declared its initial proposal to be the final offer, thereby forcing an impasse. R-Way hired 135 scabs when the Local 800 members struck.

In June, the National Labor Relations Board ruled that an impasse had been reached and that the company had legally instituted its final offer. Local 800 members were given 60 days to return to work, but only 91 went back, local Business Rep. Harold Kober reported.

Key issues in the negotiations were wages and about 140 outstanding grievances.

The contract was ratified by a 54-20 vote on Sept. 20, but signing of the agreement was delayed until Dec. 10 as the local sought memoranda of understanding on vacation language and a new teamwork bonus system.

Bonus system

Under the bonus system, all full-time workers would receive a $100 bonus the first year of the contract, and all but probationary workers would get a $150 bonus the second year.

Nearly half the R-Way workforce is paid on a piece-rate basis, however, and reduction in those rates could mean a wage cut of up to $4 an hour for some workers, Kober said. The company also succeeded in eliminating two floating holidays and a fifth week of vacation for workers with 20 years of service.

On health insurance, a health maintenance plan was added as an option.

AFL-CIO reaffirms support for Solidarnosc's struggle

The AFL-CIO marked the third anniversary of the suppression of Poland's Solidarity free trade union with a reaffirmation of its dedication to the support of the now-outlawed labor movement.

"Clearly this is not an event to be celebrated," Federation Sec.-Treas. Thomas R. Donahue observed, "but it is an occasion to make known our support for the brave men and women of Poland who, guided by the irrepressible spirit of Solidarity, continue to struggle for an added measure of democracy, human rights, and free trade unionism. . . .

"For those who formulate the foreign policy of the United States government, the question of Poland may be fraught with ambiguity. But for the AFL-CIO, our task is clear:

"It is to respond as fully as we can to the needs of the workers of Poland — just as we seek to respond to the needs of the workers of South Africa, El Salvador and Chile."

Donahue's remarks came at a brief ceremony prior to the premiere of a 90-minute television drama about Solidarity written by British playwright Tom Stoppard. More than 300 persons attended the showing at federation headquarters.

Exactly three years ago to the day, on Dec. 13, 1981, the communist regime of Gen. Wojciech Jaruzelski imposed martial law on the Polish people, outlawed the 16-month-old Solidarity, and arrested thousands of trade unionists.

Repression persists

One of those detained, economist Waclaw Adamczak, said that even though martial law was formally lifted a year ago, the Jaruzelski regime persists in its economic and political repression of the Polish people.

In the last three years, more than 60 persons have been killed in Poland by security forces, said Adamczak, a member of Solidarity's national commission.

Adamczak, who co-authored Solidarity's economic program, thanked the American labor movement for its support of the independent union and for continuing to uphold the cause and ideals for which it stands.

Solidarnosc—the Polish word for Solidarity—was born in August 1980 at the sprawling Lenin shipyard in Gdansk. As Eastern Europe's first independent union, it gave rise to hopes that a spirit of renewal had come upon Polish society after a generation of communist rule.

Squaring the Circle

Stoppard's film, which premiered in Chicago the same day under the aegis of the Polish-American Congress, takes its title, "Squaring the Circle," from a speech in the play likening the geometric impossibility of squaring a circle within the same area to the impossible dream of a free trade union surviving in a totalitarian Marxist state.

Donahue told the gathering that Federation President Lane Kirkland could not attend the ceremony because he was in Brussels for a meeting of the International Confederation of Free Trade Unions executive board where Poland was being discussed.

Kirkland led a delegation from the ICFTU to the Polish consulate in Brussels to protest the Jaruzelski regime's "Black December" clampdown three years ago and to demand restoration of trade union pluralism in Poland.

In Warsaw, Solidarity founder Lech Walesa said the suppression of the independent trade union had shown the "complete bankruptcy" of the Polish government's repressive policies.

"The last three years have left no doubt about the complete bankruptcy of those who imagined that it was possible to make changes in Poland without society's help or to introduce some kind of absolutist rule," he said.

Walesa and a group of 2,000 Solidarity supporters were turned back three days later by helmeted militiamen wielding truncheons when they attempted to lay a wreath at a monument in Gdansk memorializing workers killed 14 years ago while protesting food price increases.

Meanwhile, in Washington, the Reagan Administration seemed totally unaffected by the latest crackdown and announced it wouldn't oppose Poland's attempt to rejoin the International Monetary Fund.

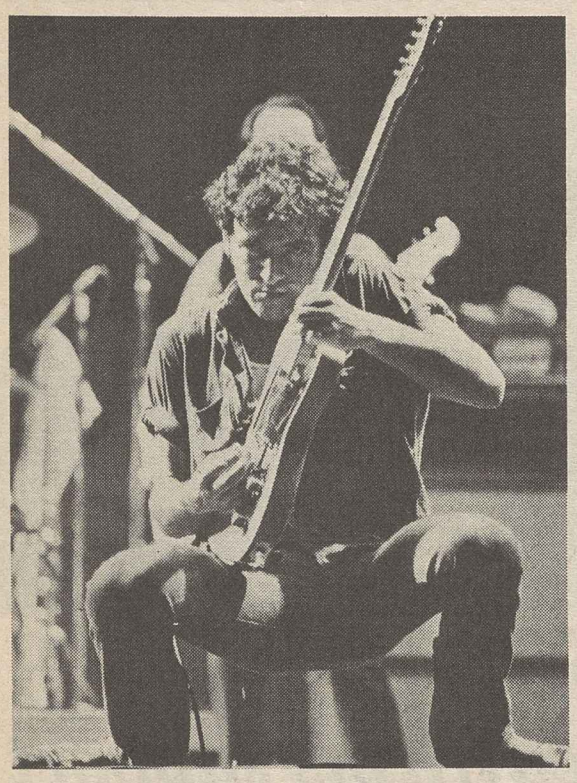
The AFL-CIO has opposed Poland's return to the IMF on the grounds that the Jaruzelski regime should not be rewarded for violating trade union rights.

White House action

White House and State Dept. officials said the action was based on the Polish government's release of political prisoners, including Bogdan Lis, the former second-ranking member of the Solidarity underground, and Piotr Mierzewski, a former Solidarity union member, both of whom were charged with treason. The two were released on Dec. 15.

The IMF gives loans at favorable rates to member countries with balance-of-payment problems. Poland, which withdrew from the fund in 1950, hopes to rejoin it to lay the base for resumed borrowing from the West.

Sec.-Treas. Thomas R. Donahue commemorates third anniversary of suppression of Solidarnosc.



Bruce Springsteen at work.

Signing autographs at Steelworkers Local 1845 hall in Maywood, Calif.

Springsteen's actions speak louder than songs

By Susan Dunlop

To thousands of working people, Bruce Springsteen is a hero in more ways than one.

Springsteen's music and lyrics and their vibrant rock beat have caught the imagination of a young generation that has grown up learning to live with recession, unemployment, blighted hopes and lowered expectations.

But instead of just talking about the dreams and plights of working people, Springsteen has been energetically involved in efforts to aid jobless workers, strikers and their families.

Aiding food banks

He has been a generous contributor to union food banks across the country, and he has urged his fans to make donations as well.

For example, Springsteen recently presented a check for $10,000 to a food bank near Los Angeles run by Steelworkers Local 1845 and co-sponsored by the Los Angeles County AFL-CIO.

He has made similar contributions to union food banks nationwide including those in Pennsylvania, Colorado, Washington and more.

Springsteen donated $10,000 to a medical clinic in Clinton, Ariz., that serves copper workers and their families on strike against Phelps Dodge Co. who have been cut off from company medical benefits.

During his current "Born in the U.S.A." concert tour with his E Street Band, Springsteen donated $10,000 each to labor-supported community food banks in Texas cities including Austin, Dallas and Houston.

To the thousands of fans that pack his performances in the major arenas nationwide, Springsteen talks between songs about the needs of jobless workers and urges contributions to the aid efforts.

In many cities, he has permitted food bank organizers to set up tables wherever he is performing to accept donations.

The Los Angeles Steelworkers reported that the singer's efforts in that city alone brought in some $15,000 in additional contributions, and the Houston-Galveston Food Bank received an additional $2,000 in cash donations as well as offers to help from nearly 80 new and badly needed volunteer workers.

Springsteen has also donated many tickets to his concerts to food bank volunteers and laid-off workers.

One jobless worker, USWA Local 1845 member Jose Coborubio, was not sure he wanted to attend Springsteen's Los Angeles show, but came away with "a voice hoarse from shouting, my hands are sore from clapping and my feet are sore from jumping. If I could have been standing up the whole time, I would have."

Helping spirits

Springsteen has not stopped with financial contributions to laid-off workers, he has also made personal and direct contributions to their spirits.

He took time out during his Los Angeles stint to visit Local 1845's union hall to talk and sign autographs. He sat down with a group of the members who are part of Theater Workers, a program that helps workers express their feelings through storytelling and poetry.

The best song or poem, he said, is the one that is so personal nobody else could have written it, and he told the workers how deeply he had been moved by a poem given to him by one of the members of the group.

Springsteen's own lyrics have been called rock poetry, and he is clearly on the same emotional wave length as the people he writes about and attracts to his music.

One young Los Angeles steelworker described Springsteen's songs as "really hitting home," and another worker from New York pointed out that "he's able to say what we can't about growing up."

Springsteen, 35, was born and grew up in the blue-collar neighborhoods of Freehold, N.J. His family moved to San Mateo, Calif., where his father became a bus driver. But Bruce, still a teenager, stayed in New Jersey to finish high school and then spent some time in community college.

He had already begun performing with rock bands and writing songs, and in 1972 landed a recording contract with Columbia Records.

Springsteen polished his live performances, which were winning him a devoted following of fans, and worked hard on perfecting his subsequent albums.

His first national single record and album hit was "Born to Run" released in 1975. That success made him a household name, and there was even a grassroots movement to have "Born to Run"—a song about the dreams and frustrations of New Jersey's blue-collar youth—adopted as the state's official song.

Springsteen, in interviews, stresses that he wants two kinds of responses to his music either on records or in concerts. He wants to make people feel fired up and eager to dance, but he also wants them to pay close attention to the lyrics.

His goal

Springsteen told one interviewer that his goal on his tours is to come into a town, do his job and go away leaving people feeling good.

But at a time when even the best rock musicians are writing about falling in love, or the trials and tribulations of being a rock star, Springsteen's songs are about working at a deadend job, getting laid off, or raising kids without a husband.

Although music critics often describe his songs as "gritty," they also point out that they are full of humor and energy. The people Springsteen sings about face disillusionment and grapple with despair, but they take fun where they can find it—cruising in the back of a pink Cadillac or "at a dance down at the union hall"—and they have not by any means given up on all their dreams.

In 'My Hometown,' Springsteen sings:

I was eight years old and running with a dime in my hand
into the bus stop to pick up a paper for my old man
I'd sit on his lap in that big old Buick
and steer as we drove through town
He'd tousle my hair and say, son, take a good look around
this is your hometown . . .

Now Main Street's whitewashed windows and vacant stores
seems like there ain't nobody wants to come down here anymore
They're closing down the textile mill across the railroad tracks
Foreman says these jobs are going boys
and they ain't coming back to your hometown . . .

Last night me and Kate we laid in bed
talking about getting out
Packing up our bags maybe heading south
I'm 35, we got a boy of our own now
Last night I sat him up, behind the wheel and said
son, take a good look around
this is your hometown.

© 1984 Bruce Springsteen (ASCAP)

Chicago school strike settled with key gains for 18 unions

Continued from Page 1

board to cut pay and benefits. CTU members had been working without a contract since Sept. 1, when their previous pact expired, and had pressed the school board to negotiate to avoid a strike.

The union voted to walk out after no progress was made in talks, and after the board unilaterally began requiring employees to pay part of their health insurance premiums.

But once the strike began, the school board quickly rescinded its move, and the tentative settlement includes provisions for cost-containment programs rather than the cost-shifting the board had pressed.

COPE checkoff

Other key gains include a COPE checkoff provision and strengthened agency shop language. Also, five of the 10 strike days will be added to the school year.

Along with the general wage increases, the CTU also won improvements in starting pay for new teachers and salaries for senior teachers. Minimum pay for a newly hired teacher with a bachelor's degree and no previous experience goes from $15,471 to $16,167.

The maximum rate for a teacher with at least 15 years experience and a doctorate goes from $32,883 to $34,362.

The CTU has stressed that city teachers' salaries are still below rates paid to teachers in suburban school districts.

Pay in the Chicago system is calculated on a six-hour day, five-day week and 39-week year, plus two weeks' paid vacation.

Both the CTU membership and the Board of Education must formally ratify the agreement. The union was to vote Dec. 20, and the board will act in January.

Although terms of the agreements with each of the other 17 unions were not released, Operating Engineers Local 143 members unanimously ratified an agreement calling for the same wage and bonus as for the teachers, and the addition of five of the 10 strike days to the school year. The settlement came after the union and the school board agreed on an affirmative action policy.

While the key issue in the CTU walkout was wages, all 18 unions held firm to their mutual commitment not to return to work until everyone had a settlement.

CTU President Jacqueline Vaughn said the union agreed to the new terms at the point "we were convinced we had gotten the maximum amount that we possibly could."

The next issue of the AFL-CIO News will be published on Jan. 5, 1985, because of holiday schedules.

The staff of the AFL-CIO News wishes all readers a Happy New Year.

No more Bhopals

Labor seeks to purge toxic chemical threat

Continued from Page 1

toxic, colorless, heavier-than-air gas. It was this gas that killed and maimed the people of Bhopal.

Robinson testified that multinational corporations operating plants outside the United States often "take advantage of the lack of regulation over safety and health matters concerning both employees and communities." He warned that it could happen in this country.

Dick James, an IAM member who has worked 17 years at the plant in Institute, told the subcommittee that many of the workers feel "more inspections are needed in the chemical industry."

Under Reagan's Occupational Safety & Health Administration, industries with low injury rates, such as the chemical industry, are exempted from routine OSHA inspections. The Union Carbide plant at Institute was last inspected in 1982.

OSHA Administrator Robert Rowland, testifying before the subcommittee, noted that the Institute plant had a lost workday injury rate less than a third of the rate for the chemical industry as a whole. He said a team of OSHA compliance officers on Dec. 6 began inspecting the plant at Institute and another Union Carbide plant in Woodbine, Ga., where MIC is used in the manufacture of the pesticide Sevin.

The ICFTU said in a statement that the International Labor Organization should organize an international tripartite meeting of experts to examine special hazards that threaten workers and people living in communities adjacent to large-scale chemical and hydrocarbon plants.

The statement said the ICFTU is "convinced that the disaster clearly shows the need for effective worldwide codes of conduct on transnational corporations to prevent double standards in the practice of companies like Union Carbide between developing and industrial countries."

The ICFTU stressed that Union Carbide as a whole, and not just its Indian subsidiary, "is fully responsible for any failures in plant design or operating procedures which may have led to the disaster." It noted the local trade union in Bhopal had warned the company of the dangerous conditions in the plant and pressed for recruitment of skilled workers and supervisors. Yet no action was taken, despite a number of smaller accidents, including fatalities.

History of accidents

The statement by ICEF said Union Carbide has a history of "serious chemical plant accidents and at least one recent violation of U.S. laws regarding toxic chemicals." It referred to reports that the firm was recently found to have illegally burned toxic wastes at the chemical plant in Virginia.

The ICEF noted that a Union Carbide worker, familiar with the plants at Institute and Bhopal, had said the safety system of the Indian plant "had not been 'up to American standards' when he looked at it two years ago."

The New York Times reported that a May 1982 safety survey of the plant in Bhopal found 10 "major" deficiencies, several of which were later corrected. However, Hatim Mohammed Jariwala, leader of the union at the Bhopal plant, said two critical safety features at the plant were inoperative.

Jariwala said a waste scrubber, which neutralizes the gas with a spray of caustic soda and water, and a flare tower, which burns a flame to destroy escaping toxic gases, had not worked for a month. Further, the refrigerating unit which cools the plant and the MIC tanks where the gas leaked hasn't worked since 1982, he added.

U.S. economy continues to show sluggish growth

Continued from Page 1

What happens in the housing industry generally affects the entire economy since construction draws materials from textiles to steel from other industries and employs a large segment of the nation's work force.

Additional signs that the economy is slowing down after a fragile recovery from the Reagan Recession appeared in a spate of other government reports:

- Industrial production rose a moderate four-tenths of 1 percent in November after a two-month slump, the Federal Reserve Board reported. Auto-making increased 7.5 percent during the month, while the output of home goods, business equipment, and construction supplies declined slightly.

In its report on production at the nation's factories, mines and utilities, the board revised downward its earlier estimates of output in September and October. It said production fell six-tenths of 1 percent in September and four-tenths of 1 percent in October rather than holding steady in October and dropping five-tenths of 1 percent in September as originally reported.

- Business inventories climbed eight-tenths of 1 percent in October, the Commerce Dept. said. Inventories have risen for 16 consecutive months, but have slowed from the rapid growth rates posted earlier in the recovery from the recession.

- The nation's factories, mines, and utilities operated at a seasonally adjusted 81.5 percent of total capacity in November, about unchanged from 81.4 percent in the previous month, the Federal Reserve said.

- Wholesale prices rose half a percentage point in November, the largest increase since last January, as beef prices soared at their steepest rate in five years and heating oil, gasoline and cars also registered sharp rises.

AFL-CIO Sec.-Treas. Thomas R. Donahue confers with British Equity President Derek Bond, Actors' Equity President Ellen Burstyn, and Jack Golodner, director of the AFL-CIO Dept. for Professional Employees.

U.S., British actors' unions expand areas of cooperation

Top officers of the American and British stage actors unions are working to expand cooperation and communications between U.S. and British theatrical unions and their members.

In a statement issued after their joint meeting at AFL-CIO headquarters Actors' Equity and British Equity said both unions "favor the exchange of actors of our two countries, and both recognize the need for increased understanding and a greater sharing of information."

Both unions also realize, the statement said, that artists of both countries "must be fairly represented in such exchanges, taking into account the economic and professional conditions in our respective countries."

Actors' Equity President Ellen Burstyn and British Equity President Derek Bond participated in the three-day meeting along with AEA Executive Secretary Alan Eisenberg and Peter Plouviez, general secretary of British Equity. AFL-CIO participants included Sec.-Treas. Thomas R. Donahue and Jack Golodner, director of the federation's Dept. for Professional Employees.

Topics discussed included reciprocity agreements, immigration and taxation policies, salary structures and economic conditions in each country, cultural exchange programs administered by government and private organizations, and the concerns of each union's members.

The unions agreed to work together to provide their members with expanded information on immigration and tax laws of each country as well as other government regulations or policies that could affect the union members while working in each nation.

The participants also laid plans for additional meetings to monitor the exchange of American and British performers and provide for increased communications and cooperation between the unions.

Teamsters repudiate pledge, launch raids on ITU chapels

Teamsters President Jackie Presser flatly rejected a request from the Typographical Union that the IBT honor its oral no-raiding agreement with the ITU and pull out of elections in Cleveland, Columbus, Ohio, New Haven, Conn., and Toronto.

The result of the Teamster raids has been that the IBT was beaten on Dec. 3 in a 34 to 12 vote at a Toronto job shop. A week later, the ITU's Columbus Mailers Union members at the Dispatch and the Citizen-Journal voted 117 to 4 to switch to the IBT local, following the lead of printers' chapel at the Cleveland Plain Dealer where the IBT won by a 100 to 16 vote. The Cleveland Mailers Union also voted to affiliate with the IBT by a 122 to 9 vote.

A representation election was scheduled for Dec. 21 among the 52 members of the ITU printers' chapel at the New Haven Register and Courier-Journal.

ITU President Robert S. McMichen, in a Nov. 18 telegram to Presser noted that "our no-raiding agreement between the ITU and IBT, even though verbal, has always been respected. . . . In the spirit of that no-raiding agreement, I request you instruct your representatives in Cleveland and Columbus to withdraw from these actions."

At the ITU's 1983 Convention, Presser told the delegates, "I am not looking to raid anybody. . . . We will be with you whether you come with us or whether you do not come with us." It was at that convention the long-awaited merger agreement between the ITU and the Newspaper Guild was defeated after Presser offered to begin merger talks with the ITU.

Merger effect

In the stormy 16 months since that convention, the ITU had the election of its top five officers overturned and rerun by the Labor Dept., negotiated a merger document with the IBT under the leadership of past ITU President Joseph Bingel, and had its IBT-ITU merger referendum postponed first by a federal court and later by resolution of the ITU convention.

Under mandate of convention delegates, the ITU is negotiating a merger document with the Graphic Communications Union. Of those talks, McMichen said there is "every reason to think" a merger document can be worked out prior to the Jan. 7 deadline imposed under the unanimously adopted convention resolution.

If there is no agreement by that time, ITU members will vote on whether to accept the merger document with the Teamsters. Under that agreement, the ITU would become a division of the IBT.

The ITU Review reported that some of the dozen ITU representatives that were fired on charges of refusing to carry out the policies of the ITU executive council are now working for the Teamsters, actively pushing for decertification in various U.S. and Canadian cities.

U.S. to relay Kawasaki charges

The State Dept. has agreed to give the Japanese government a full report on an Auto Workers' presentation charging Kawasaki Motor Corp. with failure to live up to the code of conduct for multinational corporations promulgated by the Organization for Economic Cooperation & Development.

The union has charged that Kawasaki violated the OECD code, as well as American labor laws, on numerous occasions during the UAW's 1982 campaign to organize the company's motorcycle plant in Lincoln, Neb.

The OECD code, which both the United States and Japan subscribe to as members of the 24-nation organization, contains rules of behavior that multinational corporations, such as Kawasaki, are expected to follow.

Among other things, the code contains requirements that such firms "respect the right of their employees to be represented by trade unions" and that they "discharge, pay, promote, and train without discrimination."

Federal obligation

UAW President Owen Bieber said the union believes the U.S. government has an obligation to promote the OECD guidelines "and do everything necessary to see that corporations don't violate them as Kawasaki clearly has in Nebraska."

The union asked the State Dept. to urge the Japanese government to seek Kawasaki's adherence to the guidelines. The company already has been found to have violated U.S. labor law by administrative law judges of the National Labor Relations Board and by U.S. courts, including the Supreme Court.

The UAW was supported in its presentation to the advisory committee by the AFL-CIO, the Machinists, Clothing & Textile Workers, and the International Brotherhood of Electrical Workers.

Earlier, the 14-million member International Metalworkers' Federation in Geneva supported the UAW charges against Kawasaki before the OECD.

In its presentation before the State Dept. panel, the UAW charged that strong union supporters at the Lincoln plant were fired, assigned to more difficult jobs, and disciplined more harshly than those who did not support the union. The UAW also submitted evidence that Kawasaki had threatened to close the Nebraska plant in violaiton of OECD guidelines.

ILO food panel urges planning for technology

Geneva — Workers and their unions should have a definite role in programming technological changes in the food and drink industries, delegates stressed at a 26-nation conference of the International Labor Organization.

"Carefully planned and balanced technological advance" is required if these industries are to meet their "economic, social and humanitarian responsibilities," the participants agreed. But they stressed in their conclusions that the "close collaboration" of workers and their unions, governments and employers is needed to assure the proper rate of technological progress.

Robert F. Harbrant, president of the AFL-CIO Food & Allied Service Trades Dept., was elected chairman by the worker delegates at the nine-day session, the first of the ILO's Food & Drink Industries Committee.

Harbrant pointed out that labor is not opposed to new technology. However, he emphasized that the workers and their unions stand "opposed with feet firmly planted to its introduction and implementation without the consent of the workers."

"New technology does not have to mean new job layoffs," Harbrant said, nor the exposure of workers to "new chemicals and hazards without knowledge and safeguards."

That is, he warned, "not unless employers desire it, governments condone it and workers accept it." As for the workers, he continued, "we respectfully decline to accept high technology job layoffs or new and additional exposure to chemicals and hazards."

Redoubled efforts

U.S. worker delegates Harbrant and Stanley A. Gacek of the Food & Commercial Workers commended the committee for its unanimous approval of a resolution calling on the ILO to redouble efforts to ensure that food and beverage workers in all member states enjoy the right to be represented by "freely elected, independent and democratic trade unions of their own choosing."

The ILO was urged to collect for the committee's next session "comprehensive information" on obstacles to the principle of freedom of association and to collective bargaining in the food and drink industries.

Harbrant and Gacek also praised the adoption of a resolution calling for multinationals in the food industry to meet the ILO's code of good conduct.

Gacek saw "very substantial progress for the workers in terms of language" in the committee recommendations on technological changes. Standards that he helped draft in a subcommittee provide basically for directly involving workers and their trade unions in the decision-making on technological changes and their effects.

At ILO conference, Stanley Gacek of the Food & Commercial Workers and AFL-CIO Food & Allied Service Trades President Robert A. Harbrant.

Florida unions shape goals for state legislature session

Hollywood, Fla. — Delegates to the 28th annual convention of the Florida AFL-CIO adopted a wide-ranging program for 1985 including key legislative goals, a plan to increase affiliations and new public relations programs.

State AFL-CIO President Daniel Miller told the 300 delegates that a change in leadership in both the state House and Senate raises hopes for a "year of progressive legislation that will continue to make our state a better place to work and live."

Florida is now the only southern state with a toxic substances "right-to-know" law protecting workers, Miller pointed out, citing labor gains in the last session.

The state's labor organizations also won unemployment compensation for farm workers left jobless after a hard freeze last winter destroyed citrus and other crops, Miller noted.

Looking ahead, the state federation president said the "positive spirit" among the delegates and membership already point to a "banner year" for political action in 1986 when a number of key Florida and national offices will be up for election.

No realignment

Rep. Claude Pepper (D-Fla.) told the delegates that the re-election of President Reagan should not be seen as a "voter realignment" since Reagan was largely unable to draw more Republicans into office.

"If there has been a re-alignment as some people suggest," Pepper asked, "then why wasn't Congress re-aligned?"

The veteran congressman, who has addressed every one of the state's conventions, said Reagan "has brought and paid for" today's relatively improved economic climate "by running up the deficits to $200 billion, which your sons and daughters are going to have to pay for for years."

The convention endorsed legislation to require agricultural employers to pay unemployment taxes for their workers and called for improvements in the state's workers' compensation system.

Convention resolutions

The delegates also voted to:

- Seek strengthening of the state's wage payment and collection laws.
- Support public employee bargaining legislation.
- Increase efforts to encourage all unions to affiliate with the federation.
- Publish a monthly newsletter and establish journalism awards for local union publications.

The delegates also endorsed consumer protection regulations, "look for the union label" consumer information programs and expanded voter registration efforts. They urged better teaching of labor history in Florida's schools and colleges.

During the convention, the delegates discussed and urged wider use of "job canvass" polling and communications techniques aimed at improving one-on-one contact between local union officers and members.

Jerry Thompson, projects coordinator for the Machinists, explained the program, which has been widely used among Canadian unions, and described its successful use in organizing, internal membership drives, expanding participation in political action campaigns and in heading off decertification elections.

An American Red Cross award cited labor's help in establishing emergency centers as part of the agency's disaster preparedness program.

EPA blasted for holdout on asbestos rules

The Environmental Protection Agency has rejected a petition by the Service Employees urging the EPA to issue rules covering inspections for and removal of asbestos materials in schools and other public buildings.

"The behavior of the EPA on this entire issue is absurd," SEIU President John J. Sweeney said. "They admit (asbestos) is highly toxic. They admit the problem is of immense proportions and yet they continue to delay or deny remedies.

"The ultimate absurdity is that EPA has created a high level of concern about asbestos, but refuses to tell anyone how to deal safely with the substance."

An SEIU study in 1982 showed that some 3.5 million school children along with 600,000 school workers and teachers were being exposed to dangerous friable (flaky) asbestos. When EPA failed to respond to the problem, the SEIU petitioned the agency for rules on inspections and clean-up activities.

"After months and months of promises and delays, we now learn about the post-election reality at the EPA," Sweeney said. "That reality is that the Reagan Administration does not consider the protection of school children, parents, teachers and school workers a federal responsibility—even though the problem of asbestos contamination is widespread and beyond the capabilities of most school systems."

In a letter to Sweeney, John A. Moore, assistant EPA administrator for pesticides and toxic substances, announced the agency was rejecting most of the union's request.

"We do not agree that federal regulation is the best approach for deciding whether to abate potential asbestos hazards in schools and other commercial and public buildings. We believe that abatement decisions are best made at the local level with EPA guidance and assistance and that these decisions are being made and implemented," Moore wrote.

Foot dragging

EPA's footdragging led the SEIU to file suit last September in an effort to force the agency to act.

The EPA claims that two-thirds of the 30,000 schools in the nation with asbestos problems have taken or are taking action to abate those hazards, Sweeney noted. He pointed out, however, that the agency's survey does not establish the quality of abatement efforts, and the testimony from EPA hearings shows that "abatement activities have been misguided in the absence of adequate standards."

When the schools that haven't completed clean-up or which are using inadequate maintenance programs are eliminated from the EPA survey, only about 26 percent of the schools have really addressed the asbestos problem, Sweeney charged.

School systems currently are required only to inspect for asbestos materials—with removal or abatement procedures left for local school systems to decide.

The EPA claims its voluntary abatement program is working. The effectiveness of that effort, however, will be the key issue in SEIU's suit against EPA, which is expected to go to trial next year.

Schedule of labor studies center courses

The George Meany Center for Labor Studies will offer eight institutes and workshops during January and February. The schedule:

TV: The Cool Medium, Jan. 9-11—A two-day workshop to coach state federation presidents on handling television interviews. Participants will have three exercises facing video cameras: A hostile confrontation, a panel discussion and a studio interview.

Teaching Techniques in Labor Education, Jan. 13-18—A class to demonstrate techniques commonly used in labor education for those who teach in union conferences, summer schools or night classes.

Contract Administration: Life Without Arbitration, Jan. 20-24—A program to explore alternatives to arbitration, to reintroduce promptness, clarity and lower costs. Grievance mediation will be discussed.

Negotiating Techniques: State & Local Agencies, Jan. 20-25—An exercise in bargaining out an agreement in a typical public sector situation with experienced fact-finder-mediators as coaches.

Arbitration: Preparation & Presentation, Feb. 3-8—An institute concentrating on the presentation of mock cases before professional arbitrators. The exercises are videotaped for self-criticism.

Newswriting & Editing, Feb. 3-8—A workshop for union editors seeking to make their publications more readable, credible and useful.

Computers for Local Unions, Feb. 18-22—A briefing on the use of computers for local union officers who need some knowledge before purchasing equipment.

Labor Law, Feb. 24-Mar. 1—A review of laws affecting staff responsibilities in bargaining, servicing and union administration, including problems arising from bankruptcy and plant closing.

Presidents of state federations will meet with AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas Donahue Jan. 6-9. The AFL-CIO Committee on Political Education will hold a staff conference at the center Jan. 13-18.

Two affiliates will conduct training sessions for their own staffs on campus during January: Communications Workers, Jan. 6-25, and the Railway & Airline Clerks, Jan. 13-15.

The American Institute for Free Labor Development will conduct its 118th class for Latin American trade unionists, Jan. 20-Feb. 22.

Nearly 60 candidates for bachelor of arts degrees in labor studies enrolled in the George Meany Center/Antioch University college degree program will be on campus Jan. 27-Feb. 1 for their semi-annual week-in-residence.

Information about these or other labor studies is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903; telephone 301/431-6400.

Edwin C. Brown retires from Rhode Island fed

Providence, R.I.—Edwin C. Brown, secretary-treasurer of the Rhode Island AFL-CIO for 26 years, has retired.

Brown, a member of Machinists Lodge 129 since 1934, was a jewelry toolmaker. He became president of his local in 1939, served as secretary-treasurer of IAM District Lodge 64 from 1938 to 1944, and secretary of the Providence central labor council from 1937 to 1944.

Prior to being elected to the number two post in the state federation in 1958, he had been secretary-treasurer of the Rhode Island AFL. Brown, 74, is spending part of his retirement writing a history of the labor movement in Rhode Island.

EDITORIALS

Christmas 1984

ON THIS Christmas 1984 the quest for peace continues in Southern Africa, Northern Ireland, Central America, the Middle East—wherever the whine of gunfire and the boom of bombs are taking lives and bringing death, fear and despair.

In the four decades since the holocaust of World War II, the striving for peace has continued unabated with but limited success. For there are nations to whom power and control are more important that peace—the nations that have refused to condemn terrorism or torture as political weapons.

Nevertheless, the struggle to establish peace and freedom on a lasting basis must continue without letup. For it is as clear as it was in 1945 that there is no alternative to peace in this age of missiles and satellites; peace today is a condition of survival.

The Free World has the resource, the manpower and the ability to rid the world of hunger and disease and to provide the basis of social justice so that all men can taste of bread and freedom.

Yet repression and dictatorship are still prevalent for most of the world's peoples, and the battle against hunger and disease and want goes slowly.

The struggle nevertheless goes on, because there is the eternal hope for a better tomorrow, another opportunity to try to bring to fruition the ancient message of peace and goodwill.

IN OUR OWN country, too many people this Christmas are hungry and homeless. There is a sense of unease and frustration as the problems of unemployment and inflation, poverty and discrimination and injustice persist, albeit in small measure when compared to the problems elsewhere in the world.

It is time, perhaps, to shed the self-indulgence, the hedonistic lifestyles, and turn with vigor and determination to solving the ills still besetting us, the problems still unsolved.

As we reach the midpoint of the 1980s, the trade union movement, operating as it has always as the people's lobby, will take up anew the battle to bring a sense of dignity and worth and well-being, a fair share of the wealth they produce, to America's workers and to the nation as a whole.

The issues change little: a good job, decent housing, proper health care, quality education, assistance against the hazards of unemployment, injury and old age, and above all an atmosphere in which freedom—civil rights, civil liberties—and peace can flourish.

UNIONS WILL continue as the instrument through which working people gain a voice in their own destinies. For more than a century, we have been struggling to construct, piece by piece, the elements of a more just society. We will never stop resisting the forces which would undermine what has so far been achieved.

A Greek philosopher said a long time ago, "what is honored in a country is cultivated there." Until just recently, America was a country where justice, fairness and compassion were honored and valued above all else and cultivated above all else.

Now, we have something different. For the moment, the upper hand is held by those who seem dedicated to the cultivation of avarice. They claim a mandate and pursue a program to turn America into a two-tier nation of haves and have-nots.

We are not dismayed or daunted for we know this, too, shall pass. We accept the challenge to carry on the battle as we have done for 103 years. This movement is built for the long haul.

Those who oppose us or oppose the values we espouse haven't changed or gone away. To maintain their privilege or preserve their dominance, they are working today as hard as they ever have to eliminate jobs, cut pay checks and bust unions.

They are as determined as ever to roll back the progress we have made toward full civil rights, toward insuring decent medical care, an adequate education, decent housing and a reasonable measure of social justice.

Peace and goodwill, bread and freedom—these are the goals that express the essence of the trade union movement and for which it will expend all its efforts and resources.

Washington Window

Coalition counters EPA in waste disposal battle

By Press Associates, Inc.

In December 1981, a small Gulf Coast town in Texas started a tug of war with the Environmental Protection Agency and a giant chemical waste company.

Members of the poor Latino community noticed an iem in a Brownsville newspaper. It said a large incinerator ship named the Vulcanus, owned by Chemical Waste Management, Inc., was loading up under EPA research authorization to burn off the coast 3.6 million gallons of cancer-causing polychlorinated biphenyls, or PCBs, mixed in oil.

Robin Alexander, an attorney in the farm worker health and safety unit of Texas Rural Legal Aid, Inc., was one of a small group of people who started asking questions.

Once those questions began, Alexander said, the tug of war escalated into a major battle between the EPA and on one side and, on the other, a coalition of more than 30 farmworker, farmer, shrimping, fishing, union, environmental and citizen groups plus local legislators and thousands of citizens in coastal communities.

Alexander was in Washington recently to accept the Philip A. Hart Award for environmental action from the Urban Environment Conference, a national coalition of union and environmental groups. Her story illustrates the powerful driving force of grassroots coalition-building that health and safety issues have precipitated.

Research results

After the first inquiries, the small group of citizens persuaded EPA to hold a public meeting and divulge its research results from that first burn. The 100 people attending the meeting learned basically two things that were to guide them during the next three years.

First, they got a taste of EPA's apparent unconcern for the safety of their communities—an attitude of arrogance that Alexander said substantially boosted their organizing power.

Second, they discovered EPA had granted the research permit without doing an environmental impact study or a research design and without having performed a worst case analysis in case of an accident or spill directly into the gulf. There had been major problems with the first burn, the citizens learned.

The group got out the facts and a coalition of some 30 groups formed. They held public meetings, erected billboards throughout the Rio Grande Valley and collected thousands of signatures on anti-incineration petitions forcing EPA into a second hearing that drew 1,000 people.

Burning problems

Meanwhile, they learned more about the problems of ocean incineration. For one thing, the chemicals do not burn completely and it is not known what effect the residues would have on marine life. In the case of PCBs, the chemical does not break down easily on its own once introduced into the environment and gets absorbed into marine life and possibly the food chain.

Also, incineration can produce byproducts that are just as toxic as the original chemicals. When burned, PCBs break down into the highly toxic herbicide dioxin, the same chemical that forced the evacuation of Times Beach, Mo., when it leached into soil and water there.

EPA ignored these problems and a rulemaking petition filed by the coalition and announced in October 1983 it intended to issue special three-year permits for CWMI to burn toxic waste in the gulf, waiving a number of safety requirements that CWMI could not meet.

The citizens coalition responded with a lawsuit, forcing the EPA into another hearing on the new permits. That Brownsville hearing drew more than 6,000 people. The only two people who spoke in favor of the permits were CWMI representatives.

Alexander said she expects EPA to issue permits again now that the election is over and before safety rules are in place. But, she vowed, her community and others like it all over the country will continue to fight.

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MEMO FROM COPE

Odds 'n Ends

IT WAS BOUND TO HAPPEN sooner or later. A major figure in organizational growth of "new right" announces he's "seriously considering" running for office. The figure: Direct mail specialist Richard Viguerie, who practically built the "new right." He says he might seek GOP nomination for Virginia lieutenant governor in 1985. What's next? Terry Dolan for President?

SPEAKING OF 'NEW RIGHT,' it seeks permanence as "*the* right" by developing sophisticated farm system. It relied originally on Young Americans for Freedom to feed it committed conservatives at staff and leadership levels. Rightist leader Morton Blackwell, formerly on the Reagan White House staff, now runs training seminars for youthful ideologues and has set up a computerized job bank, which funnels these gee-whizzes into a variety of government agencies and congressional offices. There in the bureaucracy, as one young graduate of Blackwell's course describes it, they can "work from within."

'BACK-PAC' maybe should be the name of at least one of the two exotic political action committees recently announced in Washington, D.C. Both PACs—Franklin Square PAC and Democratic Freedoms PAC—are financed by massage parlors and are now registered with D.C. Office of Campaign Finance. PAC funds come from $35 charge for half-hour of "adult consentual behavior" in parlor. Owner says money will be used to help candidates sympathetic to "heterosexual liberation."

ON SAME DAY some folks in Washington were demonstrating at South African embassy against apartheid and jailing of trade union leaders, others were honoring Roberto D'Aubuisson, who has been linked often with death squads in El Salvador. More than a dozen right wing groups threw a bash, citing D'Aubuisson for what they called his message of "free enterprise, anti-communism, freedom of exports and imports." Among the sponsors: National Right to Work (for less) Committee, Free Congress Foundation, Conservative Caucus, Gun Owners of America, Moral Majority.

TO THEIR GREAT CREDIT, a group of 35 rightist House members of both parties signed a letter to the South African government protesting its apartheid policies and repression, pointing out that many conservatives find racist policies repugnant.

AVERAGE WINNERS' COST among candidates for U.S. House seats in 1984 was $325,000, according to *New York Times* estimates, up 23 percent from 1982. As expected, marginal seats cost more. Candidates winning by fewer than five points averaged $376,000. Winners of open seats—where no incumbent ran—spent $305,000. Even big winners—those with 60 percent or more of the vote—shelled out almost $200,000.

OTHER CAMPAIGN SPENDING figures come out of Common Cause study showing record $284 million raised by U.S. House and Senate candidates for period through mid-October. Almost 10 percent of that accounted for by North Carolina Senate candidates Jesse Helms and Jim Hunt, with $14.4 million and $8.6 million respectively. These and other totals will increase when end-of-the-year filings come in, but many are already record-breakers. Most spending for Senate race until this year was $7.17 million by Minnesota's Mark Dayton, who lost, in 1982. Helms, Hunt, Jay Rockefeller with $9.4 million in West Virginia, and Phil Gramm with $8.9 million in Texas all soared past that mark. Biggest fund-raiser among House candidates: Rep. James Jones (D-Okla.), $1,224,306.

One-Fifth of Planned Cuts Affect Poor

Half of Reductions Expected to Burden States and Municipalities

OPM Staff Considers Cutting 125,000 Federal Employes

Are these, and other proposals like them, what Americans voted for when they bestowed a landslide victory on President Reagan November 6?

- **Elimination of the jobs of 125,000 federal employees, or, as an alternative, a five percent pay slash for *all* federal employees?**
- **Cumulative three-year cuts of $31.3 billion in programs that help the poor?**

As Second Term Begins, or First One Ends

Clouds Cast Gloom on 'Morning in America'

It's no threat to anyone's happy holiday season to wonder whatever happened to "It's Morning in America," or "America is Back" or any of the other everything's-coming-up-roses platitudes of the Reagan re-election campaign.

All of a sudden, clouds cast gloom on the morning, folks aren't sure what America is back from or back to, and if anything's coming up roses it doesn't reflect in the daily stories coming out of the Administration.

One thing that's "back," so to speak, is that boring deficit problem. There was *no* deficit problem during the campaign, at least not on President Reagan's end of the campaign. Whatever little mischief record high deficits could cause would soon be put behind us, Reagan assured America, by economic growth.

The type on these assurances no sooner dried on his 3x5 cards than David Stockman, Bob Dole, Pete Domenici and other *Republicans* began correcting the President in public. No way, they said, can we "grow" out of debt of such dimension.

Okay, said the President, so we'll cut costs. Cap Weinberger over at Defense is willing to sacrifice the price of a catapult, a long bow and a quiver of arrows to help us out with our budget problems. Let's everybody else pitch in, too.

Let's, said the President, go after the real big-cost items, the programs for the needy. So he proposed three years of cumulative cuts of $31.3 billion in programs like Medicaid; legal services for the poor; Supplemental Security Income for the aged, blind and disabled; Head Start; housing and health programs; nutrition programs for poor children and pregnant women; aid to families with dependent children.

These cuts amount to one-fifth of all proposed savings.

Getting into the spirit of the thing, Reagan's White House said, hey, while we're at it, let's cram a five percent pay cut down the throat of federal employees. A variation on this theme was hummed by Reagan's Office of Personnel Management. It said look, if Congress won't buy a five percent pay cut for government workers, let's just dump 125,000 of them. That'll do the trick.

And so it's gone in the late stages of the first Reagan Administration or, if you prefer, the early stages of the second. The prime targets for sacrifice if budget cuts are to be made remain working people and needy people, which is just like it was four years ago when this Administration came to town.

May Tops December

The folks in Belen, N.M., chose May over December, youth over age, in voting for probate judge last month.

They elected 18-year-old Matt Otero, who hasn't had time to become a lawyer, let alone a judge. He defeated his 75-year-old opponent, 6,846-6,167.

Encouraged by his success, Otero laid out his plans for the future: "I plan to get a law degree and . . . become governor of New Mexico."

He's off to a good start.

Vote Counts . . . Recounts, Re-Recounts in Indiana

They still don't know who was elected to the U.S. House from Indiana's 8th Congressional District, incumbent Frank McCloskey (D) or his GOP challenger Richard McIntyre.

In the latest announcement, the Republican Indiana secretary of state certified McIntyre as the winner by 34 votes out of 233,000 votes cast. This reversed the results of a post-election day recount of one key county that had given McCloskey a 73-vote edge.

However, the certification occurred while recounts and re-recounts were being carried out in 14 other counties.

These are not expected to be completed until late January or early February. Who'll sit in the House representing the district when Congress convenes early next month is still anybody's guess.

One vote counts, recounts, re-recounts etc.

And Two Elections By Five Votes Each

Recounts in two state legislative contests in Montana resulted in five-vote victories.

Democrat R. J. Pinsoneault had trailed for the state senate by two votes in the election-day tally. A recount added five to his total and lopped off two from his opponent. Result, a 3,548-3,543 victory—five votes out of 7,091 votes cast.

In a race for the state house of representatives, Republican John Mercer came through with victory after a recount, also with just five votes—2,192-2,187.

34 Out of 39,058

People in the 15th state legislative district of Texas learned how much one vote counts.

Democrat Mike McKinney ran 100 votes behind his opponent November 6. He called for a recount.

He wound up a winner: 19,546 to 19,512—just 34 votes out of 39,058 votes cast.

One vote counts!